NORTHWESTERN UNIVERSITY

TYPOLOGY OF ARMY FAMILIES: COPING STYLES OF SUCCESSFUL,
CAREER ARMY FAMILIES

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This is a qualitative study of the coping styles of 18 healthy Army families. Healthy families are defined as those who are without overt clinical symptoms of pathology, who enjoy military life, and who have chosen the military as a career. Data were gathered by means of intensive, unstructured interviews, and by administration of Moo's Family Environment Scale. Five distinctive healthy coping styles were identified and are perceived to be consonant with the lifestyle of military families.

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ABSTRACT

Typology of Army Families:  Coping Styles of Successful,
Career Army Families

Russell Charles Smith

Briefly defined, coping is a set of behaviors which
individuals and/or groups employ in order to protect
themselves from harm in the environment.  Coping is a sign
of health, in that families or individuals who fail to deal
with environment induced stress tend to become non-
productive and dysfunctional.  This is a qualitative study
of the coping styles of 18 healthy Army families.  Healthy
families are defined as those who are without overt clinical
symptoms of pathology, who enjoy military life, and who have
chosen the military as a career.  Data were gathered by
means of intensive, unstructured interviews, and by
administration of Moos's Family Environment Scale.  Five
distinctive healthy coping styles were identified and are
perceived to be consonant with the lifestyle of military
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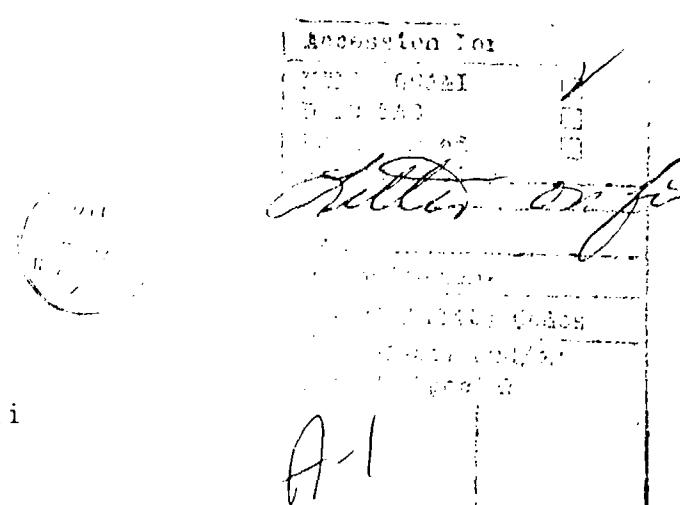
# PREFACE

I originally conceived of this project while working for the military as an education specialist, first for the Navy, later for the Army. I became involved/concerned with the lives that the sailors and soldiers and their families lived, and I wanted to contribute to making those lives better. Towards that end, I want to thank the military families that allowed me to come into their homes and share their lives.

I want to thank my dissertation committee, Dr. Gustave Rath, Dr. Charles Moskos, and Dr. Howard Becker, for allowing me to research this topic, and for having the patience to see it through.

I want to thank my family, my wife Carol, my son Brian, and my daughter Jennifer, for their support and understanding during all the time I spent working on this project.

And finally, I want to give special thanks to Dr. Charlene Lewis, research anthropologist for the US Army Medical Research Unit-Europe, Walter Reed Army Institute of Research. Dr. Lewis volunteered to mentor me through this project, and without her kindness, patience, wisdom, and firm guidance, this research would never have been completed.

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The active duty Army has approximately 409,000 families, roughly one and a half million people who, on a daily basis, interact with the largest military system in the world.  An all-pervasive culture unto itself, the Army effects the lives of each one of these people, to a greater or lesser degree, every day of their lives.  This research was begun in order to look at the effects which this lifestyle has and how individuals and families can cope with it.

On the face of it, it appears that the Army does everything possible to disrupt families and to maximize the discomfort of their lives.  The average Army family moves every two to three years, with families moving ten or more times during the course of a twenty year career.  Few of the sites where people have to live could be called glamorous; indeed, the Army itself classifies several hundred of these places as "remote sites", "isolated assignments", and "hardship tours".  And, even under the best of conditions which the Army can offer, families report the daily presence of stress factors such as lack of privacy, concerns about compensation and benefits, separation from and concern for the well being of their service member.

Nevertheless, many families flourish in the Army, and seem to enjoy "their" military career, for such indeed it must be considered.  Outnumbering the active duty force, family members share many of the hardships experienced by

the soldier, traveling to and living in isolated or difficult places, in foreign countries, and sometimes, alone.

The military implies that it will take care of families under all circumstances, but the present Army support system is not fully meeting the needs of today's Army families. In the last twenty years, the number of married service people has doubled, so that approximately 60% of the service population is married. In addition, since the all volunteer Army of the 70's, many more junior enlisted people are married, as 25% of the enlistees are married when they join, with 10% of these soldiers having at least one child. In fact, as the average marriage age for civilians has been going up, the average marriage age for military personnel has been going down (Moskos, 1978). Support systems have not been able to keep pace with this huge increase in military families.

Information is needed to improve these services, and given the growth in the population, it is imperative that much of this information be based on careful research, rather than on the personal preferences or fair-weather politics that have prevailed in the past. Currently, the Military Family Resource Center (1984) reported that 85% of their collection on military family studies was done within the last ten years; however, much of this research has been

focused on specific stresses which are experienced by a relatively small proportion of the total population.

The Army Family White Paper states that "there is a pressing need for basic research on the role of Army families and the effect, both positive and negative, of Army life on those families" (Army Family White Paper, 1983:20).

A different way to investigate Army family life is to look at what families do right, specifically looking at how they structure their environment to cope with Army life. Most families make a success of their military careers, the question is why? What do families do differently to cause some to cope with the system and some not? This research will look at career Army families to find out why and how some are competent.

CHAPTER II.  ARMY DEMOGRAPHICS

An Army career, because of its demands on soldiers and their dependents, becomes a career for the soldier's entire family. Family members, too, are subject to unique situations and stresses which place them apart from their civilian counterparts. To illustrate this point, a profile of "average" enlisted and officer families was recently developed by the Center for Military Family Support (1984).

### The "Average" Enlisted Family

The uniformed member is male, 23 years old, has a high school diploma and has been in military service a little over four years. He holds the rank of E-4 and will shortly make the rank of E-5. He is married, and his wife is 21 years of age; she too, has a high school diploma. They have been married for three years and have one child with another child on the way. Their military salary (including housing allowance) is $1,144.00 per month, and the service member earns another $290.00 per month moon-lighting (which is approximately the same amount the wife was earning before she became pregnant again). They are $3,000 in debt.

(Center for Military Family Support, 1984:1)

### The "Average" Officer's Family

The uniformed member is male, 29 years old, has a B.A.-level degree, and has been in military service five years. He is at the pay grade of O-3. He is married; his wife is 27 years old and attended college for a little over two years. They have one pre-school aged child. Their military salary (including housing allowance) is $1,620.00 per month. The wife earns another $600.00 a month at her job. They are about $7,000.00 in debt.

(Center for Military Family Support, 1984:1)

In order to understand better the need for effective coping styles, it is important to examine the environment in which these skills are used. Part of this environment is the social sphere of the soldiers and family members themselves, and it is important to look at the specific demographics of soldiers, their family members, and their lifestyle which characterize the differences between the military and the civilian worlds. Some of these categories are:

1. Age and Marital Status:

The U.S. Army is very young and very married. Table 1 lists soldiers' ages and gender as listed in the Department of Defense Selected Manpower Statistics for Fiscal Year 1985 (1986).

Table 1

Number of Soldiers by Gender and Age

| Age | Male Soldiers | % | Female Soldiers | % |
|-----|---------------|-----|-----------------|-----|
| 17-19 | 71,757 | 10.2 | 7,575 | 9.8 |
| 20-29 | 412,251 | 58.6 | 50,245 | 65.0 |
| 30-39 | 172,357 | 24.5 | 14,455 | 18.7 |
| 40-49 | 43,617 | 6.2 | 1,082 | 1.4 |
| 50+ | 2,814 | .4 | 77 | .1 |

From this table, we can see that over two thirds of the

Army is under thirty years of age, and 93% of all soldiers
are under forty years of age.   The age distribution is,
however, skewed by rank.   According to the Army Family White
Paper of 1983, 94% of the enlisted soldiers are between the
ages of 21 and 25, while only 6% of the officers are in that
age range.

Seventy-nine percent of the officers are married; 78% of
the career enlisted soldiers are married; and 28% of the
first-term soldiers are married.   The presence of so many
married soldiers adds credence to General Wickham's
statement that "the Army recruits individuals but retains
families" (Army Family White Paper, 1983:5).

According to the above Department of Defense (DoD)
statistics, 60% of all soldiers are married.   Although
statistics on the ages of family members are sketchy, we can
assume the following:   spouses are at least as young as
their soldier-spouses; families are generally in the early
stages of the life cycle development; and, families have had
few opportunities to compare, as adults, the differences
between military and civilian lifestyles.

Table 2 lists the marital status of soldiers (Defense
86, 1986).

Table 2

Marital Status of Soldiers

|                  | Enlisted | Officers |
| ---------------- | -------- | -------- |
| Married          | 59%      | 79%      |
| Divorced/Widowed | 8%       | 4%       |
| Never Married    | 33%      | 17%      |

The armed forces also incorporate a rather special
category of marriages, that of active duty service members
married to other active duty service members. These dual
career couples provide special problems for the system,
since the career path of each must be considered in seeking
and accepting duty assignments. As much as is practical
(and as far as it meets mission requirements), the Army
tries to keep these spouses together by means of a joint
domicile program, assigning them to the same post or in
areas within a 50 mile radius. It is difficult to manage
these dual transfers, however, since one must balance the
job skills of the spouses against the needs of the Army and
the needs of their careers against available assignments.
These families sometimes have to make career choices where
one career is helped while the other career is hindered.
Table 3 lists the percentages of married soldiers that have
inter-Army marriages, according to the Army Family White
Paper (1983). The number of married first-term enlisted
soldiers married to other soldiers is quite high, and is of

interest.

Table 3

Percentages of Soldiers Married to Soldiers

| | |
|---|---|
| First-Term Enlisted | 20% |
| Career Enlisted | 10% |
| Company Grade Officers | 10% |
| Field Grade Officers | 2.4% |

2.  <u>Rank and Salary</u>:

Rank is probably the most prominent, visible, and unique
characteristic of military service.  It defines everything
from salary and level of entitlements, to forms of address
and daily behaviors.  Within the Army, there are three basic
rank structures.

The first and most common structure of rank is that of
enlisted soldiers who comprise 85% of the total Army
manpower.  Basically, they are the workers of the Army.
They may join the Army for blocks of time, from 2 years to 6
years, depending on which of a range of options they choose.
At the end of this time, they must meet certain standards to
be eligible to reenlist.  Some criteria currently used to
determine a soldier's eligibility to reenlist are:  physical
stamina; weight; progression in rank; education level; and
level of on-the-job competence.  These criteria are not
fixed, but may vary considerably over time, depending partly

on the manpower requirements of the Army and other perceived
organizational needs. Like all soldiers, if they meet the
Army's standards, they can retire from the military after
twenty years of service, or stay in for a maximum of thirty
years.

Enlisted personnel are further divided into entry level
enlisted and junior and senior non-commissioned officers
(NCOs). Entry level soldiers comprise 50% of the Army.
Their ranks go from E-1 (enlisted rank 1) to E-4, and they
make up the bulk of the Army "troops". NCOs (E-5's and
above) comprise 35% of the Army. These are the career
enlisted soldiers who are the team leaders for the entry
level "troops". A soldier must obtain the rank of E-5
before his 12th year in the Army in order to be eligible to
reenlist.

The second category of rank is that of warrant officers,
who only comprise 2% of the Army. These soldiers are
technicians, and in almost all cases, were former enlisted
soldiers. A warrant officer may be a technician in charge
of a supply office, personnel office, or an investigation
team. Most rotary wing and some fixed wing pilots are
warrant officers. These soldiers, who are not commissioned
by Congress, fit between enlisted soldiers and commissioned
officers in rank.

The last category of rank is that of commissioned

officers. These soldiers receive their commission of rank from Congress. Some receive their commission from completing a program of study through college at one of the military academies, such as West Point (Army), but many receive their commission from the Reserve Officer Training Corps (ROTC) while attending civilian college. Some enlisted and warrant officers may also receive their commissions by completing Officer Candidate School (OCS) while in the service.

Officers comprise 12% of the Army manpower. They do not enlist, rather, they serve in the Army for a minimum number of years depending on the commitment they have incurred, especially through schooling. After that point, they may be selected to serve as "voluntary indefinite", and must resign their commissions in order to leave the service. They may retire at the end of 20 years or remain on active duty for 30 years or sometimes more. However, officers must attain at least the rank of major to be eligible to remain on active duty, and to be eligible to retire. If they do not attain that rank, they must leave the Army, without the retirement benefits. It is estimated that 50% of all junior Army officers will not make the rank of major.

Soldier salaries depend on many factors besides rank. Table 4 lists grade structure data (DOD Selected Manpower Statistics, 1986) and pay structure data for soldiers who

live in government housing on post or in government leased

housing off post.

Table 4

Distribution of Rank and Salary for Soldiers Living in
Government Housing (1 Jan 87)

| Rank Range | Numbers of Soldiers | | Average Salary* |
|---|---|---|---|
| E1 to E4 (Entry Enlisted Soldiers) | 390,108 | 50% | $11,965 |
| E5 to E6 (Middle Management NCOs) | 204,145 | 26% | $17,078 |
| E7 to E9 (Senior NCOs) | 72,304 | 9% | $23,334 |
| W1 to W4 (Warrant Officers) | 15,584 | 2% | $24,548 |
| O1 to O3 (Company Grade Officers) | 60,793 | 8% | $24,524 |
| O4 to O6 (Field Grade Officers) | 32,865 | 4% | $42,382 |
| O7 to O10 (General Officers) | 398 | .1% | $68,181 |

*These salary figures are modified from a Government
Accounting Office letter, dated 15 March 1985 (1985). The
modifications were made to reflect the pay raise of 1
January 1987. This salary schedule was taken from the Army
Times of 23 October 1986.

Since a soldier's basic pay is determined by rank and

length of service, and, to some extend, occupational

speciality, these pay figures are based on the typical

length of service each soldier would have in order to attain

the rank. For example, the average E8 has been in the Army

20 years while the average E3 has been in less than two

years. The salary figures include basic pay and basic

allowance for subsistence (BAS). This latter figure, BAS,

ranges from $112.65 per month for officers to an average of

$5.37 per day for enlisted soldiers (which equals $161.10 a month) and consists of an approximate dollar amount which the Army feels is the equivalent of basic costs for food. Soldiers who eat in the dining facilities (formerly called mess halls), do not receive BAS.

In general, the figures in Table 4 are average salary figures for soldiers who live in government housing. Soldiers who live in government housing receive it as an entitlement for "free". Although it does not show up as "salary" per se, soldiers are also entitled to free medical and dental care. Their dependents may also receive free medical care, but only up to a point. For services not offered at military hospitals, family members receive a form of health insurance called the Civilian Health and Medical Program of the Uniformed Service (CHAMPUS). CHAMPUS is a cost-sharing medical plan which, while more expensive than the "free" care offered by the Army, is also considerably less expensive than private health care insurance. Family members do not have to pay to receive this coverage, they co-pay for services used. Until recently, family members were not entitled to free dental care unless they were stationed overseas. A recent change, however, makes dental insurance available to all families for a minimal cost. Regardless of where they are stationed, the free care does not include free orthodontist care.

Even when the free housing and the free medical care are considered, soldier salaries are low. With the pay raise of 1 Jan 87, seventy-six percent of all soldiers receive less than $18,000 a year. Ninety-five percent receive less than $25,000 per year.

Soldiers living off post, and not in government leased housing, are entitled to a basic allowance for quarters (BAQ). BAQ rates, with dependents, average from $3,100 a year for entry level soldiers to $8,413 a year for general officers. The average amount of BAQ at the "with dependent" rate is $3,800 per year. BAQ at the "without dependents" rate averages about one third less. This is important, because the Army has strict rules as to who constitutes legitimate dependents and under what circumstances the family is considered "approximately present". For example, soldiers who have their families in Europe, but who are not commanded sponsored (see below), get the lower BAQ rates.

BAQ is generally not adequate to cover all of the expenses for housing off post. Ninety percent of the soldiers living off post in the continental United States receive additional funds from a program called the Variable Housing Allowance (VHA). VHA is designed to pay 81% of the difference between the BAQ entitlement and the average housing costs of the area where the soldier lives. Depending on the cost of living in an Army community, VHA

can range from a few dollars to hundreds of dollars a month.

The true formula for VHA is quite complicated, and it changes frequently. Currently, VHA is the difference between housing costs according to pay grade in the local area where the soldier is stationed, and 80% of the national median housing for the same pay. In simpler words, BAQ is estimated to cover 65% and VHA 20% of median housing costs with the soldier paying 15% out of pocket (Housing the Army 1985).

Soldiers living overseas are similarly eligible for an overseas housing allowance (OHA) which is based on the same principle. Periodically, based on fluctuations of the U.S. dollar, these soldiers are also eligible for a cost of living allowance (COLA).

Table 5 lists the BAQ rates for soldiers, with dependents, living off post and not in government leased housing.

Table 5

Distribution of Rank and Salary for Soldiers
including BAQ as of 1 Jan 87

| Rank Range | | | %'s | Average Salary w/o BAQ | BAQ w/Dep Rate |
|---|---|---|---|---|---|
| E1 to E4 | (Entry level) | | 50% | $11,965 | $3,100 |
| E5 to E6 | (Middle NCOs) | | 26% | $17,078 | $4,027 |
| E7 to E9 | (Senior NCOs) | | 9% | $23,334 | $4,790 |
| W1 to W4 | (Warrant Off) | | 2% | $24,548 | $4,897 |
| O1 to O3 | (Company Off) | | 8% | $24,524 | $4,931 |
| O4 to O6 | (Field Off) | | 4% | $42,382 | $6,796 |
| O7 to O10 | (General Off) | | .1% | $68,181 | $8,413 |

A major factor in military compensation is the
retirement system. The Government Accounting Office (GAO)
reports something called the "X-factor", those things that
compensate for the:

> disadvantages of service life (e.g., exposure to
> danger, liability for duty at all times without
> extra pay, and frequent moves making it more
> difficult for spouses to establish careers at one
> location) which outweigh certain advantages (e.g.
> greater job security, adventure, travel,
> opportunity to learn a trade). The "X-factor" can
> be an important consideration in an individual's
> decision to join or stay in the military.

(GAO, 1986)

The possible early retirement, starting around age 40, is a
major part of the so-called "X-factor".

3.  Rank and Gender:

The Army is fully integrated in terms of race, but not quite in terms of gender. The Army was one of the first institutions in the United States to become racially integrated. Table 6 lists the 1984 race of soldiers data from the Equal Opportunity Assessment of 1984 done by the Department of Army Office of Deputy Chief of Staff for Personnel (1986).

Table 6

Race of Soldiers

| White | Black | Hispanic | Other |
|-------|-------|----------|-------|
| 64.8% | 27.5% | 3.8% | 3.9% |

According to data from this equal opportunity assessment, women make up 10% of the active duty Army and, particularly in the last ten years, have made great gains in getting non-traditional jobs. However, by law, there are no females in combat arms units, and this hinders their chances for advancement into leadership positions.

4.  Education:

The Army is generally well educated, with a reading grade level average of 9.1. over all. This compares favorably with the 9.0 average for the United States as a

whole. The Army varies the minimum education and mental levels required for enlistment depending on their manpower needs and the youth cohort available for recruitment. During the late 70's, the Army fell way behind on its enlistment goals, so the standards were set very low. Soldiers with these low levels, who are now becoming NCOs, are not necessarily as well educated as the younger, lower ranking troops whom they supervise, and this is now seen as one source of leadership problems within the service. The Army is tackling that problem by setting higher reenlistment standards, and either training or attriting NCOs who do not meet the new, higher standards.

As of late, Army enlistments have been high; therefore, standards are high. Men, in order to enlist, in almost all cases must be a high school graduate, with General Equivalency Degrees (GEDs) not accepted as a substitute. Male career soldiers without a high school diploma have to get one or a GED before they can be promoted to E6. They also have to raise their initial General Technical (GT) subtest score to 100. This test is part of the Armed Service Vocational Aptitude Battery (ASVAB), which they take when they enter the service. Additionally, they must successfully pass their annual Skill Qualification Test (SQT), which is a measure of their ability to perform their job in the Army.

At all times, women must have a high school diploma in order to enlist. Officers, in most cases, must have a college degree. Exceptions to that are those people who become commissioned through OCS. They have to get their college degree in a set number of years. These standards also are subject to change.

To assist soldiers in reaching their educational goals, the Army has a voluntary education program called the Army Continuing Education System (ACES). Even though many of the education programs are "voluntary", education adds points for promotion to a soldier's overall score. At higher ranks, education is considered a quality improvement factor. The Army provides professional guidance counselors to help soldiers and their family members and pays 75% to 90% of the college tuition costs for the soldiers. In effect, education is a very important item for soldiers.

Table 7 lists the education levels of soldiers (DoD Selected Manpower Statistics, 1986).

Table 7

Education Level of Soldiers

|  | High School or GED | Some College | Two or more years of College | BA Degree or higher |
|---|---|---|---|---|
| Enlisted | 96% | 26.9% | 9.3% | 3.1% |
| Warrant | 100% | 62.0% | 51.8% | 19.0% |
| Officers | 100% | 99.9% | 99.8% | 97.9% |

5.  Family Members:

Table 8 lists the types of Army family members (DoD
Selected Manpower Statistics, 1986).

Table 8

Family Members of Soldiers

|  | Spouses | Children | Parents & Others | Average Size |
|---|---|---|---|---|
| Enlisted | 336,312 | 544,671 | 55,038 | 2.78 |
| Officers | 73,329 | 120,330 | 9,807 | 2.77 |
| Total | 409,641 | 665,001 | 64,845 | 2.78 |

Total Family Members:  1,139,487

Although family members come in many types, one thing is
clear from the above table:  family members outnumber active
duty soldiers.

The Department of Army (DA) estimates that 85% of the spouses are female, and that 66% of them are under 30. Seventy-eight percent (522,600) of the children are under 12 years old. Sixty-five percent (435,000) of the children are under 5 years old. Obviously, this is a great many young children, and is a natural outgrowth of the high percentage of marriages and the high percentage of young people. We can assume that there is: a great need for educational and employment opportunities for spouses; and a great need for day care.

According to the Army Family White Paper, 21% of Army spouses speak English as a second language. This would indicate a need for special services for these spouses to be taught English and to be acclimated to the American culture.

Fifty-two percent of military spouses work. They make a contribution equal to 33% of the total family income, while comparable civilian spouses contribute only 19%. Some of this difference is, no doubt, attributable to the low salary base of most soldiers compared to the civilian work-force. However, it is offset by the fact that the military spouse unemployment rate is 18%, while the comparable rate for civilian spouses is 5%. Reasons for this high unemployment rate are frequent mobility and high spouse concentration in areas of limited employment opportunities.

Spouses move every two or three years, and each time

they must look for new jobs. Thus, it is very difficult for
them to gain any kind of job seniority, as they are
constantly reentering the job market, and frequently below
their skill level. In fact, the federal government recently
changed its policy on family member employees, for federal
service policy as a whole provides that a person must work
for three consecutive years in order to be considered a
"career" employee. Many military spouses could never meet
the three year requirement due to the mobility of their
active-duty spouses. The federal "clock" started over again
each time they moved and got a new job. The new policy
allows them to hold their work time in a credit bank, so
they can add to it when they find federal employment. When
they reach the three year mark, the system considers them a
career employee and they are entitled benefits, including
hiring preference, similar to those of other federal
employees.

Many Army posts are located in rural areas or in areas
far from major cities or in foreign countries. This leads
to a concentration of spouses who are competing for too few
jobs. Many employers know this, and some of them exploit
the spouses by offering low salaries, few benefits, and only
part-time employment. Employers complain that they spend
money on people who move before they become productive
members of the organization, so they have the right to pay

lower wages. Some businesses even refuse to hire military spouses because of their transient life styles.

In the civilian population, the typical nuclear family accounts for 60% or less of all family configurations; however, 95% of Army families are two parent nuclear families, since the Army discourages single parents. Initially, civilian single parents can not enlist. Pregnant soldiers are eligible for an honorable discharge, if they so desire. In fact, 4% of the total number of women soldiers leave the Army annually due to pregnancy. The absence of adequate, affordable day care makes it difficult for the soldier-parent to perform mission requirements knowing that their child(ren) are well-provided for. All single parent soldiers must have an approved childcare plan in case of emergencies or mobilizations. It is estimated that single fathers outnumber single mothers by 3 to 1 in the Army.

6. Location:

Most soldiers have little or no choice in job location, and soldiers and their family members live all over the world. At any given time, one-third of all U.S. soldiers are stationed outside of the continental United States (OCONUS). For the average soldier, this means that he or she can expect to spend at least one tour (12, 24, or 36 months depending on location) in a foreign country. Living

overseas, while it can be exciting and rewarding, provides a
set of stressors for military families that most civilian
families never face.

Table 9 presents the distribution of soldiers and family
members throughout the world (DoD Selected Manpower
Statistics, 1986).

Table 9

Distribution of Soldiers and Their Family Members

| Location | Soldiers | | Family Members | |
|---|---|---|---|---|
| Continental US | 478,913 | 61% | 914,837 | 80% |
| Alaska/Hawaii/Territories | 45,221 | 6% | 29,493 | 3% |
| Western/Southern Europe | 216,855 | 28% | 170,999 | 15% |
| East Asia | 32,080 | 4% | 13,889 | 1% |
| South/Central America | 6,853 | 1% | 9,862 | 1% |
| Africa | 816 | * | 302 | * |
| Eastern Europe | 62 | * | 105 | * |
| Worldwide | 780,800 | | 1,139,487 | |
| Total out of CONUS | 301,887 | 39% | 224,650 | 20% |
| Total Foreign | 256,666 | 33% | 195,157 | 17% |

(* less than 1%)

From this table, we can see that 33% of all soldiers are
stationed in foreign countries, and 17% of all family
members are with them. Most of the overseas soldiers and
family members are in Western Europe, with 90% of those in

the Federal Republic of Germany.

Of these families in Europe, 93% are commanded sponsored and the remainder are not. Command sponsorship in an important factor for a family. It means that the Army has approved and paid for the travel of the family members to live in the overseas area. Soldiers then receive BAQ at the "with dependents" rate and are eligible to live in government quarters. Their household goods, with weight limits depending on rank, are shipped overseas; and their automobile can be shipped too. The family members can use the post exchange (PX) and commissary. As an entitlement, their children can attend the Department of Defense Dependent Schools (DoDDS). (Tuition for students who are outside of the system is in excess of $6,000 per year per student, and is granted only on a "space available" basis.) Life is generally easier for command sponsored families. To receive command sponsorship, soldiers must agree to serve longer tours overseas. For most locations, the accompanied tour length is 36 months. Some remote site or hardship tours, such as in Turkey or Korea, are 24 months or less.

There has been considerable talk in the DoD about extending all military tours overseas by 12 months. It has been estimated that it costs about $23,000 to move an Army family to United States Army Europe (USAREUR) for a permanent change of station (PCS), and that the Army would

save about $8,000 per family by extending the tours in USAREUR one year (Ozkaptan, Sanders, and Holz, 1984). By inference, this would also save the family the additional out of pocket expenses of one or move moves in a career.

Publically, the Army has been resisting this idea. It feels that 48 month tours for accompanied soldiers and 36 month tours for unaccompanied soldiers would lead to morale problems, especially with the younger soldiers. Indeed, the USAREUR Personnel Opinion Survey of 1986 showed 45% of soldiers felt that increasing their tour length would not only lower their morale but also create a severe hardship.

Soldiers are allowed either concurrent or deferred travel for their command sponsored family members. Concurrent travel means that the family can move with the soldier within 60 days of his transfer overseas. Non-concurrent or deferred travel means the family is authorized to move, but must wait until some type of quarters (housing) can be obtained for them. The time which they must wait can be as short as a few months or as long a period as a year. It was estimated that in 1983, 9,800 families were in this deferred travel category. The Army is trying to reduce the amount of non-concurrent travel and claims that 64% of those who want concurrent travel can have it. The major stumbling block to 100% concurrent travel is, of course, housing. Since overseas housing is limited, the Army is trying new

programs, such as long term leasing, to reduce the housing shortage.

Deferred travel and its attendant family separation causes stress for families. It means that families may end up supporting two households on different continents for considerable periods of time. In addition, soldiers complain of having to move their families twice while waiting for approval to bring them overseas, once when they leave their last duty station, and once when they move to Europe.

Until recently, non-sponsored family members could not use the post exchanges (PX) or commissaries overseas. At that time, only soldiers who were at least the rank of E4, with 4 years of service, were allowed command sponsorship to bring their families to Europe. Two things have changed. Since many junior soldiers brought their families to Europe despite the prohibition, the Army decided that these family members should not be punished, and they can now use the PX and commissaries. Their children can go to the Department of Defense Dependent Schools (DoDDS). In fact, the only remaining difference is that non-sponsored family members still are not eligible to live in government housing. The soldiers get their basic allowance for quarters (BAQ), but at the "without dependents" rate.

The second change is that all soldiers, regardless of

rank, are allowed command sponsorship for their dependents if they agree to serve longer overseas tours. That is why some soldiers choose not to have their families command sponsored. If they are unaccompanied, first termers in the Army only have to serve 18 months overseas in Europe or 12 months in Korea. They apparently feel that the shorter tour is worth more than the sponsorship. Some, however, still bring their families, and since they are not obligated to register these family members, the Army does not know how many non-command sponsored people are overseas, and can only guess at the number, either through surveys or through Non-Combatant Evacuation Operation (NEO) sign-up exercises. NEO is the Army plan to evacuate family members and most civilian employees from an overseas area in case of armed conflict or major international disaster.

USAREUR conducted a survey (USAREUR PERSONNEL OPINION SURVEY-1985) in 1985. Table 10 presents the soldiers' dependents location data from that survey.

Table 10

Soldiers' Dependents Locations

| | |
|---|---|
| I have no Dependents. | 36% |
| My Dependents are in the US. | 13% |
| My Deps are here. They are command sponsored. | 46% |
| My Deps are here. They are not command sponsored. | 5% |

Although this survey is not strictly a demographic study, it is statistically representative of the soldiers stationed in Europe. Fifty-one percent of all soldiers stated that their family members were in USAREUR.


7. Housing:

It is estimated that, in the whole, the Army only has housing for 39% of Army families, and although the Army never intended to provide all Army families with government owned houses, it does intend to provide adequate shelter for all Army members, using a variety of programs (Housing the Army 1985).

Many Army posts and communities have long waiting lists for housing, so families are forced to take private rental on the local economy. For example, a family could wait 12 months or longer to get into government housing, especially in Europe.

There are three basic types of Army housing. The first one is government-owned housing, called quarters. This is typical Army housing one can find on Army posts. The soldier does not pay to live in this housing, and utilities are free. However, soldiers who occupy these quarters are not entitled to receive BAQ or VHA.

Government quarters are further divided into categories of "adequate" and "substandard" housing. Generally, the

standard used to determine adequacy is size. Square footage
allowance of living area is determined by rank, and if the
quarters are too small, it is called "substandard" housing.
Other items, such as dishwashers and air conditioners, may
also be used in this determination.

The second type of housing is government-leased housing.
Here the Army will lease an apartment building or
townhouses. These quarters are also assigned on the basis
of rank and family composition.

In Germany, the Army has signed long term leases with
German landlords to ease the housing shortage there. Here,
the situation is so acute that some of these leases are
signed before the house is built. Moreover, the Army is
instituting a new program in test areas of Germany where
either the housing office or soldiers may find houses and
convince the landlords to lease the apartment or house with
the Army as the leasee. Then, it becomes the Army's
responsibility to provide the large deposits necessary for
the house and the utilities, decoration costs, light
fixtures, and other required items before the family can
move in. Further, the Army is responsible for paying the
rent and utilities. This program is being tested to see if
it improves the soldiers' quality of life by freeing them
from the financial burden of renting German houses. Again,
the soldier relinquishes his BAQ and other housing

allowances.

The third type of housing is private rentals, in which the soldier rents or buys housing using his own funds. Those eligible soldiers receive BAQ and other authorized funds. Soldiers can use BAQ, VHA, etc, to pay mortgages instead of rent, and some buy their houses. It is estimated that 22% of soldiers own a home, somewhere (Lewis, 1987).

Private rentals in Germany are still called "economy housing", but official designation has been changed because the command felt that soldiers were confused by a name that implies a bargain. Housing in Germany, with all the required deposits, in not an "economy", especially with the falling dollar.

Table 11 lists the types of housing units in the Army, world-wide (Housing the Army 1985).

Table 11

Army Housing Units World-wide

| | |
|---|---|
| Government Leased Housing | 21,397 |
| Government Owned Housing | 170,000 |
| Inadequate (Size or Temp) | 6,591 |
| Trailer Spaces | 1,481 |
| Housing Deficit | 25,000 |
| Barracks & Private Rentals | Everyone else |

In 1983, the Adjutant General's Office conducted a Morale, Welfare, and Recreation Survey. Data were separated by major commands, and of interest in the USAREUR data were questions about marriage and living arrangements. Table 12 lists the combined data on marital status and housing location of soldiers in USAREUR.

Table 12

Marital Status and Living Location of Soldiers in USAREUR

| Soldiers | E1-4 | E5-6 | E7-9 | W1-4 | O1-3 | O4-6 |
|---|---|---|---|---|---|---|
| Never Married | 57.8% | 17.7% | 1.5% | 14.3% | 31.3% | 4.5% |
| Now Married | 36.5% | 72.0% | 89.4% | 85.7% | 62.5% | 95.5% |
| Separated | 2.8% | 4.6% | 1.5% | * | 3.1% | * |
| Divorced | 2.8% | 5.3% | 7.6% | * | 3.1% | * |
| Widowed | * | .4% | * | * | * | * |
| Live on post | 73.5% | 57.4% | 56.1% | 42.9% | 39.4% | 68.2% |
| Live off post | 26.5% | 42.6% | 43.9% | 57.1% | 60.6% | 31.8% |

(* less than .1%)

Unfortunately there was no cross tabulation of living area with martial status. We can assume that most single soldiers live in the barracks on post. Also, the Army leases housing in the civilian community, which would be listed as off post housing.

According to Saynisch (1980) there are 64,600 military housing units in USAREUR. Forty-nine thousand of these

housing units are "stairwells". Stairwells look like typical three or four story apartment buildings with two or three stairwells per building. Each stairwell contains six or eight apartments depending on the number of floors. Each building contains 6 to 24 apartments. Two buildings usually share a parking lot, and several buildings will share dumpsters and playground equipment and perhaps picnic tables. A housing unit can have dozens of buildings.

Stairwells may look like the typical apartment buildings one might find in a civilian community, but they are quite different. Stairwells have their own identities and cultures, a set or norms and expectations which are, more or less, forced on all occupants. There is a definite command structure, and someone is designated the "stairwell coordinator". There is also a building coordinator, area coordinator, housing coordinator, etc, which ends with the community commander, but the chain of command starts with the stairwell coordinator.

Since quarters are generally segregated by rank, and rank generally follows age, quarters are generally segregated by age. Those who are young and who have young children have young neighbors with young children. The average stairwell has sixteen children living in it and can become a very crowded and noisy place, especially for young Army families.

8.   Reenlistment and Retention:

Since 1973, when the military started the All Volunteer

Force (AVF), nobody has been forced to join the Army.

Enlistment and reenlistment have become a choice for the

individual, rather than the draft board, to ma e.  The data

on age would suggest that the Army is a young person's

occupation, and the average age of its members reflect that

trend.  Based on data from Defense 86, reenlistment rates

seem to vary between first term soldiers (45%) and all other

soldiers (85%).  For a slightly different view, aggregate

population stability measures the number of personnel who

remain in service over the period of a year.  According to

the DoD Manpower Requirements Report for FY87, (1986), the

aggregate stability measures for FY 84 and FY 85 were:

|            | FY84  | FY85  |
|------------|-------|-------|
| Officers   | 91.8% | 92.3% |
| Enlisted   | 80.8% | 82.5% |

Regardless of the data source, it appears that if a

soldier makes it through the first enlistment and reenlists,

he will probably stay in the Army.  Various factors must

influence his decision to reenlist.  In a report to

Congress, Bonito (1986) reported that next to compensation,

the satisfaction of the military family is the key to

retention.  According to the GAO (1984), since first term

soldiers are more expensive (relative to the career force

and as a result of the AVF), retention has become a more important issue to the military as a whole.

9.  Types of Soldier Occupations:

Soldiers do a variety of jobs. According to the DoD Manpower Requirements Report for FY87, (1986), soldiers are grouped into four major job areas. Table 13 lists these four types of activities.

Table 13

Types of Soldier Occupations

| | | |
|---|---|---|
| Tactical/Mobility (Combat related) | 472,000 | 61% |
| Auxiliary Activities | 30,000 | 4% |
| Support Activities | 174,000 | 22% |
| Individuals (Trainees, holdees, etc.) | 101,000 | 13% |

The Army has approximately 100 different job titles, called Military Occupational Specialties (MOS). These can be divided into four groups. The first job group, tactical/mobility, employs 61% of all soldiers and is primarily composed of combat land forces. These combat land forces perform the main mission of the Army. These forces include the infantry, armor, and artillery. Auxiliary activities are intelligence and communications specialties. Support activities include base operations, medical support, personnel support, training, and logistics. "Individuals"

include those in training, and all those who do not fit the prior categories.

10. Geographic Mobility

As we mentioned above, at any given time, one-third of all U.S. soldiers are stationed throughout the world. For the average soldier, this means that he or she can expect to spend at least one tour (12, 24, or 36 months depending on location) in a foreign country. A recent DoD survey showed that:

> Twenty-nine percent of surveyed enlisted personnel have been at their present location less than one year, 36 percent between one and two years, and 21 percent between two and three years. Among officers, 33 percent have been at their present location less than one year, 33 percent between one and two years, and 22 percent between two and three years.
>
> (Doering and Hutzler, 1982)

These figures, too, imply a high degree of geographic family mobility.

Unit Personnel Stability measures the number of personnel who remain in the same unit over the course of a year. The figures for FY 84 and FY 85, from the DoD Manpower Requirements Report for FY87 (1986), were:

|          | FY84  | FY85  |
|----------|-------|-------|
| Officers | 40.5% | 40.3% |
| Enlisted | 36.0% | 39.4% |

Apparently 60.6% of the enlisted soldiers and 64% of the officers moved to a new unit during FY85. Only 20% of the general US civilian population moves annually.

Besides being stressful, moving can be very expensive for soldiers. Although no current figures are available for Army families, a GAO report (1984) stated that an Air Force study in 1982 found that on average, Air Force officers paid $1,790 for out of pocket non-reimbursed expenses for each permanent change of station (PCS) move they made, while enlisted airmen paid $930 for out of pocket expenses. DoD-wide, the figure is estimated to be $1519 (Lewis, 1987). One can assume that soldiers would have similar out of pocket expenses. Since these families move approximately every three years, non-reimbursable costs are not only expensive, but also recur periodically throughout their career. Indeed, if the average family moved only seven times in a career (and most will move more often then that) the total cost will exceed $10,000.

In addition to the unreimbursed moving expenses, more "hidden" costs may be incurred. These include: lost income opportunities for spouses due to the inability to develop careers at one location; the payment of current market prices and interest rates for housing; buying and selling of heavy household items, especially major appliances; the cost of maintaining two households during unaccompanied tours,

even though soldiers receive a family separation allowance; and overtime without extra pay (GAO 1984).

11.  Army Budget for Family Programs.

The Army spends money on family programs.  Table 14 lists the budget for fiscal years 85, 86, and proposed for 87 (in millions of dollars).

Table 14

| Family Budget Items | FY85 | FY86 | FY87 |
|---|---|---|---|
| Family Housing Const & Ops | 1331.8 | 1610.7 | 1980.1 |
| All Others: | | | |
| Child Care Center Const | 9.9 | 41.2 | 23.8 |
| Community Support Services | 15.8 | 16.4 | 17.1 |
| Dependent Youth Activities | 13.6 | 14.2 | 14.8 |
| Child Development Services | 15.6 | 16.3 | 17.0 |
| Exceptional Family Member Prog | 9.3 | 12.1 | 12.2 |
| Army community Services Support | 0.0 | 3.1 | 7.0 |
| Financial Planning Assistance | 0.0 | 3.4 | 6.8 |
| Family Child Care/After School | 0.0 | 5.2 | 10.5 |
| Student Travel | 2.0 | 1.7 | 1.7 |
| Family Member Employment | 0.0 | 0.7 | 4.6 |
| Family Safety Training Prog | 0.0 | 0.2 | 0.2 |
| Family Research & Eval | 0.0 | 5.8 | 9.2 |
| Overseas School Lunch PGM | 0.0 | 6.0 | 2.0 |
| Alcohol/Drug Abuse Rehab | 0.0 | 0.0 | 3.1 |
| Installation Volunteer Coords | 0.0 | 0.0 | 1.2 |
| Child Development Curriculum | 0.0 | 0.0 | 6.2 |
| Outreach for Junior Enlisted | 0.0 | 0.0 | 2.8 |
| MACOM/RC Initiatives | 0.0 | 0.0 | 13.1 |
| Family Oriented PCS Initiatives | 0.0 | 162.4 | 172.1 |
| TOTAL | 1396.1 | 1900.1 | 2305.5 |

The FY 86 budget has been modified, but the total amount has not been reported yet. Of course, the advanced budget for FY87 depends on many factors, the biggest being budget cuts brought about by the Gramm Rudman Hollings Deficit Reduction Spending Act. Cuts in spending would cripple these plans.

12. USAREUR 1000 Family Survey

In 1983, the Army Research Institute (ARI) conducted a survey of Army families in USAREUR. One thousand and thirty-six married and accompanied families, including the soldier and spouse, were surveyed. The sample of families was representative of the 60,000 Army families in USAREUR in terms of rank, unit type, and community size.

The authors administered the 1000 family survey because, at the time, reliable data on Army families in Europe were almost non-existent. They stated:

> Ideally, estimation of the characteristics of the USAREUR married force would be done through an extensive archival search of existing personnel records, but a great deal of important family information is not recorded.
>
> (Ozkaptan, Sanders, and Holz, 1984)

As to families, the authors stated:

Service members who are married and
accompanied represent 27.8% of the total USAREUR
force.   52% of the Officers are married, while 44%
and 10% of the NCOs and Enlisted personnel are
married, respectively.   36% of the Officer
families are located in the larger and urban
communities which have only 6% of the Enlisted
married families.   64% of the Enlisted families,
on the other hand, are located in the smaller and
rural communities.   The relative isolation of the
Enlisted families is further compounded by the
fact that 45% of them are non-command sponsored,
while only 12% and 3% of the NCOs and Officers are
non-command sponsored.   The majority of the
Enlisted personnel live on the economy (58%) while
the majority of the NCOs (65%) and Officers (85%)
have permanent military housing.

(Ozkaptan et al, 1984)


Ozkaptan et al summarized the data for each rank group

in the following scenarios.


Enlisted Families (E1-E4):   Young (3/4 between 17
- 25 years old), most are married less than four
years, one child family, majority are High School
graduates or better. 85% are serving their first
USAREUR tour, and about 1/4 of the wives work.
Over 1/3 are racial/ethnic minorities.

Non-Commissioned Officer Families (E5-E9):
Majority in thirties and early forties, most have
two or more children.   Over 3/4 have High School
degree or better.   Only 38% are serving their
first USAREUR tour.   Over 1/3 of the wives work.
About 1/4 of the families are a second marriage,
and about 1/4 are racial/ethnic minorities.

Officer Families (O1-O6):   Majority in their late
thirties, first marriage with two or more
children, almost all are white and college
educated.   65% are serving their first USAREUR
tour.   Over 1/3 of the wives work.

16% of the Enlisted personnel and 31% of the NCOs
are married to foreign born women.   In particular,

18% of the NCO's, and 6% of Enlisted and Officer
military members are married to German women.

(Ozkaptan et al, 1984)

Table 15 lists Army family demographics from this
study.

Table 15

Army Family Sample Demographics

| Length of marriage | Enlisted | NCO | Officer |
|---|---|---|---|
| 0-3 years | 72% | 26% | 17% |
| 4-6 years | 22% | 25% | 15% |
| 7-10 years | 4% | 23% | 14% |
| 11 + years | 2% | 26% | 54% |
| Average Years | 3.83 | 7.46 | 10.38 |
| Number of children: | | | |
| 0 | 26% | 14% | 19% |
| 1 | 43% | 24% | 18% |
| 2 + | 31% | 62% | 63% |
| % Families with children ages: | | | |
| Less than 3 years | 82% | 34% | 36% |
| 4-5 years | 24% | 30% | 20% |
| 6-11 years | 24% | 52% | 57% |
| 12-18 years | 4% | 27% | 44% |
| 19 + years | 0 | 8% | 12% |

(Ozkaptan et al, 1984)

Table 16 lists housing information.

Table 16

USAREUR Housing:  Type, Acquisition, and Location

| | Enlisted | NCO | Officer |
|---|---|---|---|
| Command Sponsored | 55% | 88% | 97% |
| | | | |
| Present Housing: | | | |
| Temporary | 10% | 8% | 1% |
| Permanent on base | 11% | 40% | 77% |
| Permanent leased | 21% | 25% | 10% |
| Private rental | 58% | 27% | 12% |
| | | | |
| How long waited in the U.S.: | | | |
| Came together | 10% | 33% | 39% |
| Less than 1 month | 3% | 2% | 3% |
| 1-3 months | 31% | 30% | 39% |
| 3-6 months | 37% | 23% | 15% |
| 6-9 months | 17% | 9% | 3% |
| More than 9 months | 3% | 4% | 1% |
| | | | |
| Average months | 3.83 | 2.68 | 1.77 |
| | | | |
| Length USAREUR wait for permanent housing: | | | |
| No wait | 32% | 19% | 36% |
| Less than 1 month | 6% | 11% | 23% |
| 1-3 months | 14% | 16% | 26% |
| 3-6 months | 18% | 21% | 8% |
| More than 6 months | 31% | 33% | 7% |

(Ozkaptan et al, 1984)

This chapter on the demographics on the Army gives us clues as to the "setting" of life in the Army.  The amounts of salary, mobility, housing, locations, incidence of marriages and children, etc., allows us to understand better

the factors of this life. We will gain a clearer picture of Army life in the review of the literature.

CHAPTER III. REVIEW OF THE LITERATURE

> The 4.7 million people attached to the active duty
> United States military [1.92 million people for
> the Army] form a subgroup of our nation's total
> population and share a set of lifestyle factors
> inherent in being part of the national defense
> system.  While certain civilian occupations share
> some of the attributes of a military career, the
> armed services is the largest occupational group
> of this sort.
>
> (Center for Military Family Support, 1984:1)

It is the central thesis of this research that in order
to understand why the topic of healthy families is important
to both the Army and to the families themselves, we need
first to look at the descriptive literature of specific
problems and stresses experienced by military families and
at some techniques which have been used in the past to
counteract these on both a group and individual level.
There is, on the whole, little literature on healthy Army
families.

A.  Characteristics of Military Families

In 1984, the Center for Military Family Support
published a review and annotated bibliography of their
library holdings on American military personnel and their
family members.  The above quote is from their introduction.
They go on to state:

> In the course of their service careers, military
> families may expect to experience moving, not only
> from state to state but likely to foreign

countries; they will be separated from relatives
and the familiarity of their home towns; they can
expect the active duty member to be absent
periodically from the family unit; they will have
family celebrations and life events interrupted
because of mission requirements; they may expect
to have their children's adjustment affected by
military life; and they will find that many family
life decisions and desires will be controlled
and/or influenced by the needs of the military.

(Center for Military Family Support, 1984:1)

Kalsow, a civilian psychologist, and Ridenour, a Navy
psychiatrist, both specialists in treating military
families, writing in The Military Family (1984), state:

Indeed, the service presents itself as, and in
many ways is, an alternate or extended family
system. Its work, social and rank structures
provide siblings, friends, parents, grandparents,
and even "family enemies". It expects loyalty and
obedience. It provides services and benefits that
leave almost no phase of life untouched as long as
the family and its members are compliant with its
wishes. This assumed extended family controls
income, geographical locations, provides or
affects spare-time activities, safety, clothing,
shelter, food and medical care, and promises
future benefits.

(Kaslow and Ridenour, 1984)

Ridenour goes on to isolate 12 areas in which military
family life is different than civilian family life:

1. Frequent separations and reunions.
2. Regular geographic household relocations, along with
   disruptions of friendships, activities, schools,
   employment of other family members, and often with the
   total cost never completely reimbursed.

3. Living life under the dictum that the mission must come first.
4. The need to adapt the family's natural growth and spontaneity to the rigidity, regimentation, and conformity demanded by the job and the nature of the military.
5. The spectre of early retirement for the career fighting man in comparison with his civilian counterpart in the same age group.
6. The omnipresent rumors and background threat of loss during a mission by death, injury, or capture.
7. Feelings of detachment from the mainstream of nonmilitary life around them, due sometimes to the isolated nature of some duty stations and often owing to the overt or covert discrimination of the surrounding population.
8. The security of knowing that a vast system exists to support them in meeting their needs for survival.
9. The ability to look forward to work that involves travel and adventure in different parts of the world as their association with the military system continues.
10. The knowledge that they may not have to face or completely deal with a difficult situation in one place because they may be leaving there soon.
11. The effect of a certain rank or rate on social pressures, family and individual stresses.
12. The feeling of some lack of personal control over pay, promotion, and other benefits.

(Kaslow and Ridenour, 1984)


Martin, writing in "The Wives of Career Enlisted Service Members: Application of a Life Stress Model", lists twelve stress conditions for career enlisted Army wives:


1. Concern about a mobile lifestyle.
2. Difficulty maintaining extended family relationships.
3. Problems establishing friendships.
4. Problems maintaining friendships.
5. Concern about obtaining a job or starting a career.
6. Concern about maintaining a job or career.
7. Difficulty with rules and regulations that affect life in a military community.
8. Lack of privacy in military quarters.
9. Problems with neighbors while living in government

quarters.
10. Difficulty with the amount of time and energy required by husband's military duties.
11. Concern about husband's safety related to his military duties.
12. Fear that husband will have to go to war or to an area of the world where serious fighting may take place.

(Martin, 1983)

A factor analysis of these items identified five Life Stress Conditions and four Life Satisfaction Conditions:

LIFE STRESS CONDITIONS
1. Making and keeping friends. (Items 3 & 4)
2. Husband's safety. (Items 11 & 12)
3. Housing and neighbor issues. (Items 7, 8, 9)
4. Employment issues. (Items 5 & 6)
5. Family Lifestyle Concerns. (Items 1, 2, 10)

LIFE SATISFACTION CONDITIONS
1. Housing-Neighbor issues.
2. Employment-Career issues.
3. Family Life issues.
4. Friendship issues.

(Martin, 1983)

The Life Stress conditions were the same as the Life Satisfaction conditions, with the exception of the husband safety issue. It is very interesting that the life stress issues are basically the same as the life satisfaction issues. This thread seems to travel through other research, that that which is the stressor can also be the satisfier.

Stracener, writing on the military life style, made a list of military life conditions:

1. In the Army there are clear lines of authority.
2. The Army is probably more democratic than the civilian sector.
3. No one in the Army is unemployed, and everybody has the dignity of a job.
5. The mayor (post commander), lawyers (staff judge advocate), travel agent (transportation officer), real estate agent (housing officer), and other "town fathers" are salaried employees and who do not make a financial profit while doing their duty.
4. An Army post is a total community, generally without the politics of a civilian government.
5. Certain values tend to exist more in military life. These are patriotism, loyalty, discipline, and sacrifice.
6. Along with sacrifice comes benefits.
7. Mission comes first

(Stracener, undated)

One of Stracener's issues is that the mission of the military takes priority, and where the Army community system falls short is in the "area of citizen input and broad community considerations". The needs of the soldiers (in terms of their jobs) come first, with families second. Stracener believes people stay in the system because of the strong sense of community. They can travel the world, and not have to leave the "group".

Segal, discussing trends in military families, states that "the study of military families involves the analysis of the intersection of two societal institutions: the military and the family" (1985b:1). She compares the military and the family as equally greedy institutions, greedy that is, in demands these institutions place on people in terms of commitment, loyalty, time, and energy.

Segal lists the characteristics of the greedy military demands on the family as: physical risk of the occupation, geographic mobility, separation from the family, and residence in a foreign country. However, the greedy institution of the family can exert some pressure on the military, and has been doing so. Much has changed for the better for military families over the last ten years. Army Family Action Plans (AFAPs), community groups, etc., have been lobbying for better services. These changes could not have been made without family members lobbying and fighting for these changes.

B. Specific Military Life Stress

1. Housing:

Housing is an issue that can be a stress for Army families. The Army either provides "quarters" or money to pay rent so as to provide shelter for its families. Some families are happy to live in quarters on an Army post, while other families are happy to live off post.

In discussing the issues of housing for military families, Little (1971) states that both on-base and off-base housing has advantages. Advantages of on-base housing are such things as "continued affiliation with the organization"; families can be closer to the services provided by the organization, such as commissary, post

exchange, hospital, etc. Families can possibly renew old social relationships from previous duty assignments. The family can possibly better identify with the soldier's occupation. The family may better develop a "sense of community". The soldiers all work for the same organization, so families may have a better understanding of each other.

He states that off-base housing has some definite disadvantages. Time at a base is limited, due to mobility, and in that time it may be harder to develop relationships with civilian neighbors. Military families are sometimes viewed as transients by their civilian neighbors. People in the neighborhood may have stereotype misconceptions of the military which hinders the development of relationships.

However, off-base housing has definite advantages. Families generally have a better choice of type of housing off the base. Sometimes the organizational control on the military base is oppressive, and families want to get away from the omnipresence of the organization. Many families report that what they like least in base housing is the lack of privacy. Gossip is more likely to be rampant in on-base housing, and family life can be very visible there. In Europe, there are "stairwell" monitors, building coordinators, area coordinators, etc., who "monitor everything from behavior to use of common laundry rooms.

Families are told when their grass needs to be cut, or when they have "neighborhood" duty. Social controls in the civilian community are much less organized, much less direct, and have little or no connection with the place of employment. Little states that in off-base housing, "organizational and family roles are thus more effectively insulated" (1971:261).

There have been few studies of life in a normal military housing area. In one excellent study, Segal (1985a) detailed the life in an enlisted family housing community on one major Army post located in the South. "Eden Gardens" (a pseudonym) was one of 10 family housing communities on this large post. Segal used several different methods in her study of Eden Gardens. First, interviews were conducted with the variety of post personnel who provided services to the families living in Eden Gardens and who dealt with family and community problems. This list included the command personnel, chaplains, provost marshall personnel, social workers, psychiatrists, psychologists, child care center personnel, community representatives (which was a formal "mayoral" type program), Army Community Services personnel (which was a formal organization designed to assist families), the housing office, recreation services, and the post community representation program.

The second method was personal interviews with the

residents of Eden Gardens. Two residences from each court were randomly selected. After contact was made, a total of 63 individuals in 33 families were interviewed. In most cases the husband and wife were interviewed separately, but at the same time, by one of 'wo interviewing teams. Each team consisted on one male and one female. The interviews generally consisted of open-ended questions, and took between one and two hours to complete.

The third method was participant-observation of various events, such as the formal community representative meetings, town meetings, the Christmas party, and meetings with four successive Eden Gardens Community Representatives, two of who were out of office.

Eden Gardens was officially defined as a middle rank enlisted housing area for E-4's, E-5's, and E-6's. It consisted of 500 housing units, divided into 20 courts. Each court had its own parking lot and from two to four buildings, with the total court consisting of between 10 to 35 quarters. Each building in a court consisted of 5 to 8 two-story townhouses. Since Army regulations specify the number of bedrooms that must be provided to families based on the children's ages and genders, there is a direct impact on the the distribution of the demographic characteristics of the residents. Rank, and therefore age, also had an impact on the demographics of the area. These regulations

created neighborhoods of young families with a high density

of small children.  Segal describes the typical family in

Eden Gardens:

> The typical family in Eden Gardens consists of a
> husband and wife both in their late 20's and 2 or
> 3 children.  The husband is in his second or third
> enlistment.  The wife does not work outside the
> home.  The oldest child is less than 8 years old
> and the youngest is less than 4.
>
> (Segal, 1984a:8)

The author goes on to describe a "typical" Eden Gardens

court of 24 families.

> In such a court, there would be 54 children, 42 of
> whom are under 8 years of age (and only 1 of whom
> is over age 14).  There are always small children
> underfoot and within earshot.  In each court,
> there are children and/or "big wheels" on the
> sidewalk, in the parking lot, and on the grass
> (sometimes in neighbors' garden areas).
>
> (Segal, 1984a:8)

The families in this housing area were fairly

homogeneous in terms of education and life cycle stage.

However, the community was diverse in terms of several

demographic variables.  Forty-eight percent of the residents

were Black, 43% were White, 7% were Hispanic, and 3% were

Oriental.  This racial composition made Eden Gardens

different from any typical civilian community that any of

the families were likely to have experienced.  Half of the

families were from the South. The most common religions were Baptist (30%) and Catholic (20%). One interesting characteristic was that 63% of the residents, including both husbands and wives, came from large families, each having 3 or more siblings.

Another unique item about Eden Gardens was that it was a transient community. Fifty-eight percent of the families had been there one year or less, and the population of the community completely changed every three years. The author states: "Given this transience, it would not be surprising to find a lack of symbolic identification with the community or a lack of closeness with neighbors" (1985a:11). However, this did not appear to be the case.

Most residents felt that their quarters were better than what they could have afforded in the civilian community, especially considering the amount of their Basic Allowance for Quarters (BAQ). Most of them would have had to live in trailer parks or in outlying small apartments. Most of these families had only one car, and they liked the convenience of being close to the soldier's work and to the post stores.

The daily lives of these wives seemed to be similar to other women with small children, but a major difference was their distance from close friends or relatives because of the geographic mobility of their husband's occupation. When

asked how often they saw their parents, 50% of the men and 45% of the women said once a year or less. A mode of 42% of the women reported they called their parents once a week while a mode of 35% of the men reported they called their parents once a month.

The author suggests that these wives would likely consider the community a source of social support and a source for close personal relationships. This seemed to be true. Most of the families considered their court as their neighborhood. Most people reported that they had casual relationships with most of their neighbors, but generally had one or two neighbors they considered to be friends. Seventy percent of the women reported that a neighbor was their closest friend. Only 33% of the men reported this.

The interviewers asked the families what they did with their friends. The most common answers were talk (76%), watch each other's children (64%), visit each other's homes to talk, eat, drink, play cards, etc. (52%), watch children together (36%), work around the yard (30%), go shopping (21%), and participate in various post activities (18%).

The families were asked about the positive and negative aspects of Army life. There was a high degree of consensus and agreement among husbands and wives. The positive features listed by both husbands and wives were job security, other economic benefits, and the opportunity to

travel. The negative factors were family separations and geographic mobility. The most common responses to the question of "What are the best things about Army life?" were benefits (70%), job security (67%), medical care (61%), travel (48%), post exchange and commissary (30%), and housing (27%). When they were asked "What aspects of Army life do you believe are good for family life?", the answers were benefits (56%), meeting new people and learning about different cultures (41%), security (38%), travel (34%), and separations (13%). Answers to the question "What are the worst things about Army life?" were family separations (45%), moving (36%), long duty hours (33%), unaccompanied tours (21%), excessive field duty (21%), behavior of some of the people (21%), behavior of some of the people at work (18%), and inadequate pay (18%). Answers to the question "What aspects of Army life do you believe are disruptive or harmful for family life?" were separations (67%), frequent temporary duty or field duty (67%), unaccompanied tours (42%), long duty hours (36%), and moving (27%).

The families were asked whom they talked to when they had personal problems or family problems. The three most common supports identified were spouses (82%), friends (64%), and parents (49%). Less use was made of the Army's social agencies. One third of the individuals reported that they had talked at least once with the post chaplain. Over

half of one of the family members had talked at least once
with the Army Community Services (ACS) staff. However, 7%
of the husbands and 19% of the wives did not know what ACS
was. Some of these families could have used the services
provided by ACS.

The author proposes that, "given the transient nature of
the community and of Army life, being welcomed when one
moves in may be important to adjustment and to one's feeling
about the friendliness of the neighborhood" (Segal, 1984a:
18). She further states: "The essence of this community is
not geographical, but psychological: a sense of shared
experience and understanding, mutual dependence, and
informal social support among members" (Segal, 1984a:1).

The families living in Eden Gardens were young, junior
people. They did not make much money, and they had few
financial or social resources. Many with small children
found the advantages of living on base a great benefit to
them since they were closer to the post facilities and
services. They felt they had better housing than if they
had lived on the economy. Older, higher ranking, more
mature families might feel differently about living in a
place like Eden Gardens.


2. Mobility:

Of interest to this research is the characteristic of

geographic mobility. Military families consider mobility to be one of their biggest stressors. This is not to say that many of them do not enjoy it. Segal (1985b) points out that the first move of the family probably requires the greatest adjustment. New families who move are probably moving away from home for the first time. These families move away from their friends, family, and sources of social support. Older families hopefully gain experience from moving repeatedly, but young families, who are probably the most in need of help, have the least control over what happens to them. Many times these junior people either are not eligible for or cannot get on-post housing. They are the ones least likely to have a car, and depending on the area, they might not have good access to public transportation.

Hill reports "that the breakup of social networks as a consequence of residential relocation is more disruptive for the family than the prolonged absence of the father" (1976:12-13). Families have to build in their own "sense of community". They have to have, or to develop, the social skills necessary to be able to do this, to cope with the stress of mobility. The Army tries to provide a social network, or at least the shell of a network, to help Army families develop this "sense of community".

As one indication of this mobility, there is even a travel guide for military personnel, the Military Travel

Guide. Published yearly, it is a guide to military owned or
leased places world-wide that military personnel and family
members can stay while traveling. These places are
generally inexpensive. The guide states that military
personnel travel more than any other group in America except
for traveling salesmen. Its publisher estimates that 20% of
all military members are transient and on the move at any
one time; that military facilities can only accommodate 10%
of these transient people; and that the other 90% need to
use civilian facilities (Military Travel Guide, 1979).


3.  Separation:

Separation, of the soldier from the family, is another
major stressor for Army families. Separations can be short-
term, such as frequent field duty, or long term, such as
deployments to Korea or the Sinai. Separations also occur
on a daily basis when the soldier goes to work at 5:00 AM
and returns late at night, thus missing routine family
functions, such as dinner or putting the children to bed.

Jellen, VanVranken, and Marlowe (1985) conducted a study
on the effects and dynamics of separation on Army families.
They looked at a battalion that was getting ready to deploy
to the Sinai for six months. Dependents were not allowed to
travel there. The authors surveyed the battalion families
through questionnaires and some interviews, with the periods

of measurement being four weeks before the deployment, twice during the separation, and once following the reunion.

Of this group, half of the wives reported that they had been married less than two years, and the authors stated, "this group was the least socialized into army culture and least knowledgeable about existing support services" (1985:19). Sixty percent of the wives said they experienced only one previous separation of six weeks or longer. Fully one third of the families said this was the first prolonged marital separation they ever had. Twenty-five percent of the women left the area when the soldiers departed. Most of them went to live with family members until the spouses returned, for most of these wives were not employed and did not have school aged children that kept them in the area.

The authors reviewed the health reports of these women. There was little change in the general health among the wives, but there was an increase of stress related health symptoms, such as headaches, stomach upsets, amenorrhea, and sleep difficulties. There was also a significant increase in weight change problems.

Perceptions of general well being, as measured by Dupuy's General Well Being Scale, shifted to the negative during the deployment, but returned to pre-deployment levels or higher following the reunion. The single exception was

the answer to the question "Have you been feeling
emotionally stable and sure of yourself?" There was a 10%
positive response before the separation, 60% positive
response during the separation, and a 7% positive response
following the reunion. The authors state: "The increase in
feeling emotionally stable and more sure of themselves after
the husbands deployed may reflect an increased sense of
control during their husbands absence" (1985:23). Following
the reunion, most of the wives complained that they had to
readjust their daily routine to meet their husbands' needs.
In fact, half of the women stated that they had changed
during the separation; most of them said they were more
independent.

Of the problems the women noted, those with children
stated their number one problem dealt with parent-child
issues. Other problem areas were related to the stress of
making the major decisions alone, feelings of loneliness and
boredom, maintenance and repair problems, and problems with
handling the family finances. After the reunion, some of
the wives stated they wanted more of a say in the family
financial decisions, and they wanted the husband more
involved in the child rearing decisions.

At the end of the separation, 90% of the wives felt that
people in the Army understood what kinds of problems they
had, and that there were people they could turn to for help.

Seventy-five percent of the wives found it helpful to discuss problems with their family members and friends, even though most of them were far away. The authors felt that support from their extended families was very important to these wives, and that contrary to popular notions, this support really did exist for these wives.

Those wives least helped by a sense of community and neighborhood were those women, mostly from lower enlisted soldier families, who lived off post. Their continual transience contributed to their lack of a sense of community.

The authors quoted Cobb's (1976) thesis that social support, which can protect people in crisis, "can be defined as information leading the individual or family to believe they are cared for, esteemed, and members of a network of mutual obligations" (1985:27).

The Army tried to provide this support in two ways. First, it provided institutionalized human service agencies at each post. Examples of this were the Army Community Services (ACS) offices and the Red Cross. Second, the Army expected the military unit to provide informal support to its families. Examples of this were the chaplains offices, and, in the case of the Sinai bound troops, the Rear Detachment, a small unit of the battalion that remained on-post to manage personnel and equipment not deployed, and to

serve as a point of contact for the families of those deployed.

The wives in the survey indicated that the most important services provided them came from the unit. Those services were: (1) pre-deployment briefings which provided information on the mission of the deployment and of the services available for the families; (2) the Rear Detachment; (3) a newsletter which provided needed information for the wives; and (4) a wives' telephone chain. It is interesting to note that the wives felt the informal services provided them were the most important.

Rozenzweig, Gampel, and Dasberg (1981) described a program developed and conducted at a community mental health center in Israel for military wives. These women were considered psychologically normal, but were considered a high risk population due to the specific stress of an unusual lifestyle of the absence and irregular homecomings of the husband. This stress could have been communicated as high clinic attendance, psychosomatic symptoms, or school behavior problems of the children. Rozenzweig's hypothesis was if communication could be improved and the feelings of these women were expressed, this stress behavior could be alleviated. Weekly group sessions were set up for the wives. These sessions were lead by a professional staff, but focused on developing a place where the wives could talk

freely amongst themselves about their military lifestyle.

What is of interest to this research is the similarity of concerns of these women with the concerns of American soldier wives. The separation for these Israeli women was less both in terms of distance and time than for the American women discussed above. Most husbands were less than a day away, and they were away for only days or few weeks at a time, not a year at a time. However, the wives had the same complaints. The authors reported that many of the women felt both emotional distance from their civilian neighbors and from the Army. The women reported they understood that their husbands needed to return, before their next departures, to well run, peaceful homes. They felt their husbands' safety and well being depended on this. However, many of the wives had ambivalent feelings about taking care of their husbands. Some wanted their husbands to pick up some of the load of family responsibilities. Others resented their husbands intruding into their organized and orderly lives.

The authors discussed the military triangle, composed of the army, husband/soldier, and wife. The soldier-husband receives emotional support from the army and he gives it his undivided attention while the wife feels rejected and excluded. These women repeatedly expressed that the material benefits they received from the army were not

enough because they felt that there was a lack of understanding of their stressful emotional situation. The authors went on to state:

> The military family is characterized by asymmetry and skewness in the definition of roles and the maturation of the couple. The military system supports the man throughout his career. His wife, unsupported, has to bear the burden of all the family changes affected by his career. The main stresses discussed previously fall on the wife and are directed through her on to the children.
>
> (Rozenzweig et al, 1981)

4. Life in a Foreign Culture:

Schneider and Gilley (1984), an Army psychologist and his assistant, conducted a study of three areas or aspects of the lives of Army families living in Germany. The questions addressed were: is there increased stress associated with non-command sponsored living; is living in outlying communities associated with less stress; and how are families assimilated into communities, and how does this relate with later adjustment? They looked at command sponsored families living on and off post, and non-sponsored families living in Germany. As the study progressed, the authors decided to focus on the last question, "How are families assimilated into the community." They used two scales for this research, the General Well Being Scale (GWB), a measure of the individual's psychological

adjustment, and the Psychological Sense of Community Scale

(PSC), used as a measure of the degree to which the

individual feels as part of the community.

Of interest to the researchers were the responses to the

question, "What is done for (who helps) new families?"

Forty-seven percent of the soldiers living on post said it

was people (who help) in their stairwell.  Forty percent

said it was nobody.  Fifty percent of the soldiers living on

the economy said it was their landlord.  Twenty-five percent

said it was nobody.  For spouses, 32% of those living on

post said it was someone in the stairwell, while 38% said it

was nobody.  Only 21% of the spouses living off post said it

was their landlord, while 71% said it was nobody.  This

information was disheartening to the authors, for they

stated: "This is in spite of numerous military agencies

available and even anxious to help each family" (1984:3).

When these families were asked how they received

information, the largest group of soldiers (33%) said they

received it from the community bulletin board.  The spouses,

in general, stated they received their information from the

community newspaper.  It is interesting to note that in the

beginning, 15% of the spouses on post, and 36% of the

spouses off post, found things out from the husband.  After

a couple of months, these figures dropped to 5% and 8%.

The authors asked several questions about the

sponsorship program. Forty-seven percent of the soldiers living on post said they did not have a sponsor; 15% said their sponsor was ineffective; and only 38% stated they had an effective sponsor. A total of 62% of these soldiers did not benefit from the sponsorship program. The figures for command sponsored soldiers living off post were almost the same. Of the non-command sponsored soldiers, who by definition were living off post, fully 74% did not have a sponsor, 9% had an ineffective sponsor, and only 17% had an effective sponsor. It was worse for the wives. Of those wives living on post, 66% reported that they did not have a sponsor, 27% reported their sponsor was ineffective, and only 7% reported that they had an effective sponsor. The figures were almost the same for the command sponsored spouses living off post. The non-command sponsored spouses fared even worse than their husbands. Fully 86% of these women reported that they did not have a sponsor. Nine percent of them stated that they had an ineffective sponsor. Only 5% of these women reported they had an effective sponsor. These non-command sponsored families living off post were probably the families most needing some type of help.

The sponsorship program is a formal program developed by the Army as an attempt to help families as they move. When an Army unit is told that they will receive a new member,

someone from that unit is assigned as the incoming person's

sponsor. The sponsor is supposed to communicate with the

newcomer beforehand to give him information about the new

post and life in the area. Army posts prepare welcome

packets with maps of the area, handbooks listing services on

post, listing of nearby motels, phone numbers of Army

agencies, schools in the area, etc. The Army Community

Services (ACS) office prepares these packets, and the

sponsor usually sends it to the incoming soldier. A good

sponsor might, if requested, make hotel reservations for

the soldier and his family, meet them at the airport or rail

station, and generally act as their liaison with the Army

community. Without a sponsor, a family could miss all these

services.

In the above study, a sponsor was listed as effective if

the individuals rated them as adequate, or if they had

contacted the individuals at least three times. As can be

seen, the sponsorship program did not work very well. The

authors felt that an outcome of this lack of effective

sponsors was one of less integration of the families into

the general community, with less awareness of community

programs for the families. The authors stated that the

attributes which control attitudes and behavior of the

soldier and the family were not the housing area, health, or

feelings of well being, but was the degree to which the

family members were integrated into the community.

Moreover, the authors divided the individuals in the study into groups of having high and low levels of psychological adjustment, based on the General Well Being Scale, and of feelings of being a part of the community, based on the Psychological Sense of Community Scale. When asked where would they go first for help with a personal problem, 58% of those individuals in the high group reported that they would first try to solve personal problems on their own, 24% said they would first go to their military unit, and the rest reported they would first go to their spouse or friends. Only 37% of those individuals in the lower group reported they would try to solve their own problems first. Fully 50% of these individuals reported they would go to their unit. The authors believed is to be a problem, and they stated: "We believe that a problem of our communities is that they foster dependence on the Army at the cost of providing citizens the confidence and ability to cope on their own in Germany" (Schneider and Gilley, 1984:5).

The point seemed to be that those people who had a sense of community, and who were psychologically well adjusted, would first try to solve their own personal problems themselves. If this was not effective, they would use the Army community resources. People scoring in the low group

of both scales typically had a "they should do it for me"
attitude.   These people had more problems with Army life and
had less involvement in the community.   The authors stated
that improving the families' sense of community was an
important task, and would positively affect the variables of
military readiness, extensions, and community involvement.
They felt that a good sponsorship program might help
individuals initially develop a strong sense of community,
and that that might help them develop a long-term good
psychological adjustment.

Schneider and Gilley also stated that while the total
number of agencies potentially available to serve Army
families was impressive, their use was dependent on a
socialization process whereby either the agencies could
reach out to families in need, or the families could seek
help.   Sometimes this process did not happen.   It was more
likely true with families that lived away from the
installation.   The authors proposed that a program be
established that would act as a liaison with the unit,
probably at the battalion level, to the various community
agencies as a special sponsor or family advocate.   In
conjunction with this process, there would be the
development of a specific goal where these agencies, along
with the Army families, would build a sense of community.

However, the balance between a sense of community and

isolation from the surrounding environment is necessary. McNeil and Zondervan (1979), discussing the culture shock that affects military family members when they move overseas, talk about the shock of boredom. They state that the military contributes to boredom by making it easy for families overseas to live in "little America's" and not have to learn much of the culture. The authors state that Americans are spectators and expect to be entertained. Since the military cannot do that well, families who do not go out on the economy become bored. This boredom can contributes to family violence and even to family breakdowns. The key, according to the authors, is that family members have to learn to create their own entertainment.

Boredom is also related to lack of options which people perceive when living in a strange culture. People experiencing trouble with learning new languages and new customs tend to stay with familiar things, such as activities offered within their own transported culture; however, the Army can only offer so much entertainment. These "little Americas", with their giant stairwells scattered over an area, can seem like an urban ghetto. Families living on the civilian economy can feel as if they are isolated, deaf, and dumb, because they can not talk to nor communicate with their neighbors. Adults can truly

suffer from this boredom and isolation, but teenagers are especially hindered, as the activities for them are limited.

Girdler, Holz, Sanders, and Ozkaptan (1984) conducted the original work on the USAREUR 1000 family survey. They stated:

> Perhaps some of the commitment necessary to stay with the Army comes from feeling some control over one's life and some responsiveness from the Army system which indicates the Army's reciprocal commitment.
>
> (Girdler et al, 1984)

During their survey, they found that overall, 64% of the soldiers, and 67% of the spouses believed that the Army created hardships for the family, but did not attempt to help them understand why the hardships were necessary. This equated to these families feeling that the Army did not care for its families, and did not want its families "to be all that they can be".

Less than 40% of the soldiers or spouses felt that they had any say in their future military assignments. Perhaps this percentage was so low because the average family had received less than 3 months notice that they were being sent overseas. Along with this, more than 60% of these families reported that their work and family schedules were always up in the air because of the Army.

Most of the families surveyed felt that they could get

help if they had special needs or problems. However, the
source of the help was not necessarily the Army. A majority
of the soldiers, and spouses, felt that the career of the
soldier would be damaged if the family voiced any specia'
needs or frustrations. This is ironic, considering the
formal Army organizations set up to help the families.

The authors also noted a trend that while a majority of
the officer families (67%) felt they were a part of the
community and felt they could depend on it for support, and
that they should support it, few of the enlisted families
(37%) felt that way. The NCO's tended to feel the same way
about the communities as the enlisted families felt.
Unfortunately, the authors did not continue with this
portion of the research.


5. Military Life in General:

Jensen, Lewis, and Xenakis (1986) reviewed the research
literature concerning the prevalence of psychosocial
dysfunction in military families. They discussed the
difficulties of comparing civilian and military families.
While the military population might be unique in terms of
self-selection, other factors may intervene. Rank, certain
socioeconomic factors, and present coping patterns may be
powerful and confusing variables which discriminate between
the two but prevent a comparison between the two groups.

For example, military families are not unemployed. They usually live within a close environment of people with similar backgrounds and work experiences. There is generally a social structure in place around them.

The authors listed several risk factors of military family life that could lead to psychosocial dysfunction. These risk factors were: father separation, absence, and reunion; combat and war stress; geographic mobility; cross-cultural families; and the authoritarian military structure. The authors further stated:

> Although the majority of military families experience one or more of the potential risk factors outlined above, relatively few families appear to be overtly dysfunctional, possible because these risk factors are attenuated by a potentially supportive military network and because severely dysfunctional individuals (and therefore, their families) tend to be screened from the services.
>
> (Jensen et al, 1986)

Lewis (1986a) has detailed the special needs of junior enlisted families. Junior enlisted families were defined as those soldiers on their first term of enlistment in the Army who were married. Twenty-five percent of all junior enlisted people were married and had families.

Lewis reported that there were two ways that these families entered the Army. Many of these soldiers married almost immediately after Army Basic Training, and Lewis

likened this to the soldier making a rite of passage into manhood by making it through basic training, and making another rite of passage into manhood by taking a woman. This is probably not a sound reason to marry, and does not indicate much of a preparation for marriage. Moskos (1978) has reported that as the average age for first marriages has increased in the population of the United States, the average age for first marriages of white enlisted soldiers has decreased.

While these soldiers feel as if they are mature men, they are probably not. Lewis states: "Their deficiencies in these areas, however, are often masked by their competence as soldiers" (1986a:2). Their spouses are not necessarily mature women either. Lewis says of these women:

> Nothing in their previous experiences as high school students, as daughters, or as girlfriends prepared them for the responsibilities and the consequences of being Army wives. They have, in fact, entered a new phase of their lives without ever being totally socialized into the old one. Their expectations and values remain those of dependent teenagers rather than independent. well socialized adults. Often they lack critical social and survival skills -- how to drive, how to balance a checkbook, how to plan for and prepare a balanced meal, how to plan a family, how to care for a newborn baby, or even how to distinguish between the fantasy life of soap operas and the reality of their own.
>
> (Lewis, 1986a:3)

The other type of junior enlisted family were those

people who were married and then joined the Army. In one study, 68% of these families had one child before the father enlisted, and 42% had two or more children.

These junior enlisted families will need help. Many of them will live in trailer parks and in small apartments outside of the Army posts where the husbands will be stationed. They will be away from family and friends, probably for the first time. The husband's paychecks will not be large. Most of them will have trouble with transportation, and many of them will be lucky if they have one car. They will be the families farthest away from the Army agencies that were designed to help them. Most likely their housing areas will be inadequate in terms of building any sense of community, but instead will probably breed hostility and maybe fear.

The "bottom line" to the Army on family health is that previous research (Noy, 1978) has shown that social stress puts the soldier at higher risk for neuropsychiatric breakdowns on the battlefield, affects military readiness, and affects soldier reenlistments. The Rand Corporation is currently conducting a study into these very issues.

Lewis (1984) offered as a solution to the problems of junior enlisted families, based on her previous research on family support networks for waiting wives, the development of an active wives' network, with command involvement and

the Army agencies' involvement, based on the soldier's unit, probably at the battalion level. This research is reported later in this paper.

6. The Myth of Military Family Life:

In a recent Army Times article, it was stated that there seemed to be a larger amount of behavioral family problems in military families than in civilian families. The article offered up several theories of why there was a larger amount for military families. For example, studies of child abuse were conducted at several Army installations (Wedekind 1979). Depending on who interpreted the data, the conclusions were that the Army had a higher, lower, or the same incidence of child abuse as did the civilian population. One researcher said that since the per family incident of child abuse was twice as high for one Army post as compared to the local civilian population, the Army had more child abuse. One explanation he had was that Army life was more stressful than civilian life and this stress caused the higher incidence of child abuse. Another explanation he offered was that the Army attracted people who were more likely to be child abusers. A different researcher, looking at the same data, said that since the Army had a better screening and record keeping procedure, more cases were discovered. He believed that, comparatively speaking, the

Army would have less abuse if the civilian population did
better screening. A third researcher said that since Army
posts had higher populations of young families, families who
were away from their support systems of friends and
relatives, and families who were under the stresses of
mobility, separation, isolation, and low salary, this caused
a skewedness of a population of high risk families which led
to a higher incidence of child abuse. His hypotheses was if
the Army and civilian population were matched on the above
variables of youth, separation, and salary, the rates of
child abuse would be the same.

During a part of the above report, it was found that
one infantry regiment at Ft. Carson, CO, had significantly
less child abuse and other family related stress problems
than did other infantry regiments at the fort. The
researchers believed this happened because this regiment
commander had "better" policies that helped families cope
better. One policy was that soldiers were given a "day off"
if they brought their families in for briefings before
separations that explained the regiment's mission, length of
separation, problems that might arise for the family, and
possible solutions to these problems. It was thought that
policies like this helped these families to cope better.

Ridenour states (in an Army Times article) that he was
tired of hearing the myth that military life had higher

incidents of mental illness, child abuse, alcoholism, drug
abuse, and domestic violence. He says: "The system has some
good things built in: the demand for reporting the abnormal
thing." Similarly, Morrissette (1986) states that: "The
military's rigid system requires more reporting of cases,
but there is no greater abuse."


C. Group and Group Theory

Moskos, a noted military sociologist, states:


> As a sociological concept, the notion of primary
> groups has been one of the most fruitful in
> furthering our knowledge of the makeup of human
> society and the operation of large-scale
> organizations. Indeed, the components of all
> institutions consist to some extent of small
> groups whose members associate with each other
> over extended periods of time, and develop some
> sense of shared cohesion and intimacy. In its
> pure-type formulation, the primary group consists
> of personal relationships in which the group's
> maintenance and ends are intrinsically valued for
> their own sake, rather than mechanisms which serve
> individual self-interests.

(Moskos, 1970:144)


Moskos goes on to say that certain primary groups might
be viewed as pragmatic and situational responses to military
life. Although Moskos was concerned with combat soldiers,
the same concept could be used to describe military family
members. Families are a primary group. They are in close
contact; have shared responsibilities; and have shared

goals. They develop a sense of shared cohesion and intimacy. In the same way, Army families view themselves in a military system. These families generally look to other families as being part of that system. The primary group then becomes the military family.

One of Moskos's thesis has been that the military is changing from an institution to an occupation (1978). This process would lead to changes in the way families perceive their own role in the military. The sacrifices for duty honor, and country, which went with the idea of the military as an institution, do not go with the idea of the military as a job. Service people expect more supports, or at least they do not want to sacrifice as much for a job. They expect, in fact, to be able to participate fully in the lifestyle which they have sworn to defend. These new demands on the military system are coupled with the tremendous increase in the number of military families.

Little states:

> All military families have in common, knowledge and experience in an occupational culture which is more distinct than that of other occupations in the larger society. The military family is continuously related to organizational activities--if only vicariously--but the civilian family is less likely to participate in the father's occupational life.

<div align="right">(Little, 1971)</div>

This knowledge and experience lends itself to a military lifestyle. The military society is homogeneous. It may be racially integrated, but it is age segregated. Army policies group families in Army housing according to rank, and rank correlates with age and stage of family cycle. Army housing areas might be racially mixed, but families are all of the same age, with the same number of children, and with children of roughly the same age. This leads to what Little describes as the "segmental socialization" of military families. Due to the age of most military families, the fertile years of young families, the latter years with illnesses and death are missing from military society. He states: "Partly as a result of residential instability, the military family is more tenuously related to the larger kinship group than the civilian family" (1971:267). Those things that civilian families would get from relatives, like knowledge, socialization, and support, come from neighbors in the military community. Little goes on to state that even the military children's socialization processes are incomplete due to this segmental socialization.

In her book, Families under the Flag (1982), Hunter elucidates an interesting point. She states that an ideal military wife--independent, self sustaining, liberated, etc.--also is someone who is likely to be at odds with the

military.   Hunter says:

> Societal transitions or forces underlie the recent
> recognition by military planners that the
> organization/family boundary is indeed relevant to
> organizational effectiveness, as well as to family
> stability.   Perhaps the time has even come for the
> military organization to take the responsibility
> for including the family in certain areas of
> decision making.   The question, of course, then
> arises as to what extent that could be
> accomplished while still maintaining a combat-
> ready force capable of performing its primary
> mission - the defense of the nation.

>                                      (Hunter, 1982)

Similarly, writing about military wives, Martin presents

the theme that just as soldiers, "many military wives are in

the process of changing from a vocational attachment to the

military to a more occupational view of their husband's

military service, the Army has to find ways to adapt to this

evolution" (1984:15).

The military is currently in the process of becoming a

family organization.   In the 1950's, 30% of military

personnel were married.   The number of married personnel

increased to 50% in the 1970's.   This number of married

people is estimated to jump to 80% by the end of the 1980's.

This does not necessarily mean, however, that the Army has

become family-oriented.

There are consequences to families as a result of the

sacrifices they make, especially the sacrifice of mobility.

For example, military wives in general do not get the chance
to develop job seniority. They move too much and change jobs
too frequently. Their husbands do not have that problem;
they have jobs, and in part, their seniority and status are
predicated on these moves.

Older, mid-career families are affected by moving, too,
but in different ways than their junior counterparts.
Martin states that as more of these families invest in
owning a home and building home equity, they tend to adopt
the values of their neighbors. He says:

> No longer are these military wives tied to the
> common life experiences found in a self-contained
> military installation. . . . The result for the
> Army, if it is unable to respond and adapt, can be
> the loss of the previously enthusiastic,
> committed, dedicated wife who would otherwise
> would be a valuable community resident and a very
> important role model for newcomers.
>
> (Martin, 1984:19)

Ironically, whereas a military life can make a wife
independent, through separations, it can also make a wife
dependent since everything is tied to the status of the
military member, such as employment, housing, etc.
Laharanne (1983) reported on changes she saw happening in
the military families of French Army NCOs. Laharanne
proposed a change model where the wife was leaving the
traditional view of being dependent on her husband to a

model based on interdependence. In this new family model,
negotiation would play a critical part. Laharanne states:
"By claiming a right to a private family life for themselves
and their husbands, wives directly challenge the notion that
a military man is liable for service 24 hours a day"
(1983:6). The author asked the question if the military
could ignore this evolution for very long.

D. Group Coping

In "Mutual Help Groups", Silverman (1985) states that
mutual help exchanges occur when people who share a problem
or predicament come together for action. These groups are
sometimes called self-help organizations, but the term
mutual help is more accurate. She states: "The support
provided by mutual help organizations has a special meaning.
The helper and the beneficiary are peers, and everyone in
the group can be both. Not being bound to the role of
either helper or recipient may in itself have therapeutic
value" (1985.3). This might explain why some families tend
to view "official" groups with disdain, since it reiterates
and reinforces the provider-client dependence model between
the Army and its families. It may also explain why some
families tend to appreciate more the "unofficial" groups,
where the action/help is self-initiated and shared with
peers. These families tend to "own" their groups.

In an issue of <u>SOLDIERS</u> magazine, an article titled "MFO Family Support" talks about a support group set up for the families of soldiers of the 101st Airborne at Ft. Campbell, KY, who were deployed for six months to the Sinai.  The task force commander, LTC Kutter said:

> Most soldiers do not want their young wives on post by themselves.  First, they live off post. Second, many young soldiers just are not that secure.  They're young, and many of them are recently married.  We had to find a sanctioned activity that they would accept as being legitimate.  No hanky-panky.  It was tough convincing some of them that it was right for their wives to join and participate in the group.
>
> (MFO Family Support, 1985:15)

If this commander's view is valid, this fear of these young soldiers, who live off post because of the lack of housing, can lead to these families not using the facilities and support groups that the Army has developed for them. Other soldiers have said the same things: that some soldiers do not want their wives to know too much about the military. This is surely an issue of a coping mechanism  The wife has to be allowed to be independent enough to use the post services that are available to her.

The article stated that the MFO support group was not a social service organization; it was family members united by the same concerns, working together to help each other. They employed special programs for family members whose

husbands were currently deployed, such as MFO night at the
post theater and pizza parlor, special classes such as
quilting or Korean cooking, free towing by the post gas
station if the car would not start, and priority doctor
appointments at the post hospital and medical clinic. The
support group was trying to do all the things that could
ease the strain on these families. There are usually 600
men deployed at any one time to the Sinai, and between 200
to 250 families left behind.

In a letter to the editor in the same magazine, a wife
commented on a story of another group, the Family Support
Group (FSG) of the 2nd BN, 508th Airborne Infantry. This
wife talked about the FSG stating that no "agency" could
have shown the compassion and understanding that wives of
this battalion showed, which came from wives who were either
currently experiencing the same problems or had in the past.
The point was this wife was looking at the FSG as a part of
the wives, not as an "agency" (Rath 1985).

In an insightful study, Lewis (1984) studied a
supportive network set up to assist the wives of another
battalion of soldiers who were on duty in the Sinai. Past
research had shown (Noy, 1979; Belenky, Tyner, and Sodetz,
1983) that soldiers with pre-existing social stressors were
more likely to experience battle shock during combat.
Further, prior research had revealed that 15 soldiers on a

previous deployment had had to be redeployed due to family problems. The command wanted to help their soldiers, through helping the families, with the stresses caused by the family separation.

During January 1983, a battalion of about 500 American soldiers departed for the Sinai for six months as part of the multi-national peacekeeping force. This battalion left behind 260 wives and about the same number of children. However, six months prior to this embarkment, the beginnings of a social support network was started. The wives of the battalion commander, chaplain, and first sergeant met to discuss ways to prepare themselves and their families for the separation. This group also received a briefing from a team from the Department of Military Psychiatry, Walter Reed Army Institute of Research.

The wives recognized that they needed mutual support from each other, and from the Army. Not only did they have to deal with the separation, and their feelings of loneliness, but they knew they would have to deal with a variety of routine Army related processes, such as paychecks, ID cards, and health care services. Many of these functions had been solely taken care of by the husband in the past. Of course they expected that other problems, such as auto repairs, or house repairs, might develop too.

A formal network was started in September 1982, just

four months prior to the separation. The steering committee was composed of wives from each of the companies in the battalion. The battalion commander's wife became the sponsor. The first task of the network was to identify and locate all of the wives of the soldiers who would be departing to the Sinai. These easy sounding task was in fact quite difficult. Some soldiers did not want to involve their families in Army life, so they did not report that they were married. Some soldiers just neglected to register their wives or to give their wives's names to the battalion (some of these men had just married). Another small percentage of women did not want to be involved in the military community. Some of the wives were foreign and could not speak English. Some of the wives of the lower ranking men lived in the trailer parks surrounding the post, and did not have telephones. And fully one-third of the women left the community during the separation, most of them returning home. The network staff reported that even in the fifth month of the six month separation, they still were discovering wives of the battalion soldiers.

The wives' network wanted these names and addresses so that they could inform the wives of upcoming meetings, to mail them a monthly newsletter, and to keep in touch with those women who had left the area. The meetings provided them a way to develop friendship and self-help between the

women. It also gave an opportunity for the network to transmit information. Some of the information was given so that the women would understand the Army mission that called for this separation, i.e., "why are we sending troops to the Sinai?" Other types of information given were on issues such as formal power of attorney for the wife in case she needed it during the separation, the creation of wills, the deposit of paychecks, the filing of income taxes, etc., that would affect these women within the next six months. The newsletter was special. The wives wrote it, and many women submitted articles for it. Phone calls were made so that every wife was contacted monthly. The idea was that this would help them feel cared for, and it allowed these wives to bring up any problems they might have.

The Army played a role in the social support network too. A military family might have several problems with military life, even if the soldier is home. The soldier is usually the one who deals with the appropriate agency and solves the problem with housing, pay, medical care, or whatever. To help with these types of problems, the Rear Detachment Commander (RDC), the commander of the troops from the battalion who were not deploying, enlisted the support of the Army community to organize an easier access to the community for these wives.

Lewis (1984) states that the Army has preferred not to

deal with the family, but with the soldier directly, and the usual chain of information for Army families has been in the direction from Army to soldier to family, a unilinear and unidirectional relationship, which can be draw as:

Army--->Soldier--->Family.

(Lewis, 1984:11)

For this situation, where the soldier was not available to be the families' advocate, the wives network and the RDC scaled down the 12 Army agencies and offices to a single representative each, and called this new organization the Family Assistance Staff. The original 12 agencies were: the Adjutant General's Office; the Finance Office; the Military Personnel Office; the Deputy for Personnel and Community Affairs (DPCA); Army Community Services (ACS); Office of Organizational Effectiveness (OE); the Chaplain's Office; the Staff Judge Advocate; the Public Affairs Office; the Housing Office; the Army Hospital; and the Division Mental Health Clinic.

There were a myriad of agencies and offices that could affect and help these wives. Each agency and office designated one person to be its permanent member of the Family Assistance Staff and the first point of contact for any Sinai waiting wife. This organization chart was much different from the usual Army/Soldier/Family relationship.

It was as a circle, with families in the middle and
agencies, offices, committees, and husbands on the circle,
where organization arrows pointed both ways, which meant
information and ideas could flow to and from families and
organizations.   It could be drawn as:


Steering Committee-------Rear Det Cdr
|              Families              |
Army Agencies/Offices--------Husbands
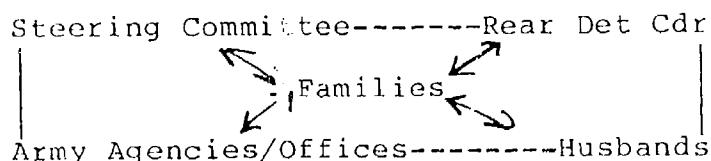
(Lewis, 1984:12)


The support group then, consisted of the wives, the Rear
Detachment Commander and his organization, and the Army
agencies.

Lewis (1984) states that three key elements were
necessary before a system like the above could possible be
developed or work.  The first key element was command
sponsorship.  The second key was a relationship between the
support network and the Army agencies and offices.  The
third key was the presents of a dedicated core of family
members willing to work to make this type of system happen.


E.  Individual Coping

Olson, in Family Wellness Profile, states:


It now appears that family adaptability and family

cohesion are two keystones to understanding how
some families cope successfully. In the first
characteristic, families are able to change to fit
new situations and challenges. In the second,
family members turn to each other for support and
strength. . . . The researchers have found that
healthy families are able to balance both family
togetherness and family adaptability. They have
neither too much nor too little togetherness and
they are not rigid in their response to change.

(Olson, 1981)

Olson (1982) developed a family rating instrument, the

Family Adaptability and Cohesion Evaluation Scales (FACES

II). This scale is a 30 item self report instrument

designed to measure family member's perception of cohesion

and adaptability. There are two dimensions for this scale,

the Family Cohesion Scale and the Family Adaptability Scale.

The eight concepts for Family Cohesion are: emotional

bonding; family boundaries; coalitions; time; space;

friends; decision-making; and interests and recreation. The

six concepts for Family Adaptability are: assertiveness;

leadership; discipline; negotiation; roles; and rules.

These two dimensions identify 16 types of family systems.

Olson states that a balanced level of both cohesion and

adaptability is the most functional to family development.

In Family Stress, Resources and Coping, McCubbin defined

coping as:

Family coping includes the behavioral responses of
family members and the collective family unit to

eliminate stressors, manage the hardships of the situation, resolve the intra-family conflicts and tensions, as well as acquire and develop social, psychological and material resources needed to facilitate family adaptation. This perspective of family coping underscores the importance of family behavioral efforts to strengthen, develop, and draw resources from within itself (e.g., leadership skills, role sharing, income, bonds of family unity, adaptability) and from the community (e.g., meaningful friendships, support groups, professional assistance) which can provide families the much needed information for problem solving and confirmation that they are understood, accepted, valued, and appreciated.

(McCubbin, undated)

In this same manual, McCubbin described the "Family Coping Inventory" (FCI). This inventory was developed to assess family coping with spouse absence, prolonged separation, and divorce. For the prolonged military separation study, five coping scales emerged. These were:

I.    Maintaining Family Integrity.
II.   Developing Interpersonal Relationships and Social Support.
III.  Managing Psychological Tension and Strain.
IV.   Believing in the Value of the Spouse's Profession and Maintaining an Optimistic Definition of the Situation.
V.    Developing Self Reliance and Self Esteem.

McCubbin, quoting Hill, states that stress is not inherent in the event itself but rather is conceptualized as a function of the response of the family to the unmanaged stressor. This depends on how the family copes. McCubbin states: "The conflict between two social institutions, the

military and the family, over the same resource, the service

member, produces strains and dilemmas for all concerned"

(1979). Finally, he defines coping as an event/process

which occurs when "the family [is] involved in an active

process of coping by managing resources and strengths <u>within</u>

the family system and by securing social support from the

community" (1980:3).

Snyder, in the <u>Military Family</u>, states: "The trick is

to identify the stressors in your life and cope with them

before they can grow beyond your control and slide across

the very fine line into the dangerous area of distress"

(1982:5).

Lewis (1984), in her study of a supportive network for

wives of soldiers deployed to the Sinai, in order to explain

why the women in the family support group had remained both

physically and mentally healthy during the deployment,

reviewed the theory of social support. She discussed Cobb's

(1976) work on social support. His article states that:

> Social support is conceived to be information
> belonging to one or more of the following three
> classes:
>
> 1. Information leading the subject to believe
>    that he is cared for and loved.
>
> 2. Information leading the subject to believe
>    that he is esteemed and valued.

3. Information leading the subject to believe
that he belongs to a network of communication
and mutual obligation.

Lewis (1984) states that the first element of social
support provided for the waiting wives was "Caring". Caring
was an emotional support, where the women knew that others
cared about them. This was done through contact, either by
telephone or newsletter. The second element was "Valuing".
This was done in the newsletters and monthly meetings. The
third element was "Belonging". This was achieved by
belonging to the group, whether or not one was physically
present. These elements seemed to be the ones that helped
these individual women cope with their husband's separation.

F. Institutional Response to Stress

Neidig, studying the stress of drill instructors,
developed a Domestic Conflict Containment Program (DCCP).
Describing the program, he states:

> The DCCP was developed in response to a request
> from the Marine Corps for a spouse abuse treatment
> program. To date, over 100 couples have completed
> the program. The military's active participation
> and involvement in initial case finding and
> evaluation impacts in several important ways
> program outcome: 1) the fact that the military
> has chosen to become involved in a domestic
> problem impresses participants with the importance
> of the issue; 2) the knowledge that the Command is
> aware of their involvement and monitoring their
> progress in the DCCP acts to reinforce motivation
> to change; 3) prompt enforcement of the mandatory

attendance requirement is facilitated; 4) the very existence of a treatment program gives the abused partner a powerful and most important resource often not available in the civilian sector; and finally, 5) the military system promotes early intervention through increased efforts at case finding. The precise impact of these factors is unknown but it is assumed that they are in part responsible for the success of the program.

(Neidig, 1983)

This was an example of where the military took an active step to prevent family problems. This program began with drill instructors, a group under a considerable amount of stress due to their jobs and was later expanded to other groups. The success of the program depends, in part, on the involvement of the command.

In 1983 the Army published the Army Family White Paper. This document states:

A partnership exists between the Army and Army families. The Army's unique missions, concept of service and lifestyle of its members -- all affect the nature of this partnership. Towards the goal of building a strong partnership, the Army remains committed to assuring adequate support families in order to promote wellness; to develop a sense of community; and to strengthen the mutually reinforcing bonds between the Army and its families.

(Army Family White Paper, 1983)

The authors of the white paper state that the "geographic mobility, changing family structures and the

recognition that competition between family and organization needs can be destructive to both parties has led to the realization that family issues are no longer a private matter" (Army Family White Paper, 1983:1). Later in the same document, the authors state: "with the growth of young enlisted families, leaders began to recognized that the Army recruits individuals but retains families" (1983:5).

It must be noted that the changes in Army policies towards families were not always brought about by peaceful means nor did changes occur automatically as needs were identified and voiced to the Army superstructure. Wives groups have had to fight for these changes; they organized symposiums to discuss their needs and to make themselves heard by the senior leadership. The Army realized that in order to keep their "garrisons" happy, changes in benefits and services to families needed to be made.

As a result of this white paper, Army Family Action Plans (AFAPs) were developed. The purposes of these plans were to actualize the white paper's concepts. Each Army command was required to develop family committees and to develop a Family Action Plan. Through these AFAPs, problems were presented, responsibilities were given, and solutions were offered. The idea was to recommend policy changes to the Army commands, and to develop outreach programs to solve these problems. Family support groups helped identify these

problems.

The third edition of the Army Family Action Plan (1986) states: "First-term soldiers and their families face special problems, particularly when living off-post away from Army support networks and facilities". Ann Tarzier, Army Relocation and Outreach Program coordinator in Washington, D.C., states in a "Stars and Stripes" article (Vinch 1986) that these young families do not have any more problems that anyone else; they have fewer "life skills" than older Army families. Young families have less resources than older families. Family income is dependent on rank and time in service, therefore young families make less money than older, higher ranking families. In addition, they are less likely to have gathered the material items needed to set up house. They probably need to buy furniture and a car, and they will have to spend a higher percentage of their salary in order to purchase these items. These are the families that need the on-post support networks and facilities the most.

USAREUR has developed two of their own Family Action Plans (1985, 1986). Their most recent AFAP states: "Soldiers whose family members feel satisfied with Army life will be more likely to make the personal sacrifices necessary for a strong defense" (1986). Nearly a third of all soldiers are assigned to Europe. There are about

240,000 soldiers, 44,000 civilian employees, and 200,000

family members in Europe, with 90% of them in Germany. The

AFAP states that the Army has to provide much of the support

for the people in Europe. USAREUR started a Family Support

Network in which family issues can be addressed at the

lowest possible level, which is also the level where the

action needs to be taken. Issues that can not be resolved

at the lowest level are then sent to the next higher level.

Issues that reach the Army Europe Headquarters are placed in

the Family Action Plan. The were 51 issues for 1986. The

major heading of these issues were:

A. Relocation/Sponsorship/Orientation
B. Family Housing
C. Family Member Employment
D. Child Care
E. Public Transportation
F. Social Services and Family Dysfunction
G. Medical Care and Dental Care
H. Exceptional Family Member
I. Health/Fitness/Recreation
J. Family Support During Mobilization,
   Evacuation, Deployment, and Separation
K. Family Member Education and Youth Activities
L. Consumer Services
M. Adult Education
N. Financial Assistance
O. Integrating Families Into Units and
   Communities
P. Safety and Security
Q. Volunteers
R. Entitlements
S. Research, Training, and Public Awareness
T. Remote Site Family Support
U. Single and Dual Military Parents

Issue O, Integrating Families Into Units and Communities,

was very interesting. Presented in the 1985 AFAP, it states:

> 01. Institutionalize Family Support Network
>
> PROBLEM: Family members have expressed concern over lack of family member representation or general input into the decision making and programming processes of military communities. Also, the potential contributions of family members in finding a grass roots solution to community problems is often overlooked.
>
> REQUIRED ACTIONS: The Family Support Network described in Section III provides the structure for family member representation in communities. Already, many communities have moved to provide forums and family symposia. The structured involvement of family members in community affairs needs to be promoted and monitored until family member representation is an accepted and integral part of the organization at all Army in Europe communities.

According to the 1986 AFAP, this issue has been resolved. A formal letter was written requiring commanders to establish a family support network, and this letter is scheduled to be replaced by a regulation. Of course, this is not sufficient to insure that a program is developed and used. It is, however, an important first step since commanders can be held accountable for their implementation of Army regulations. More important, money was allocated in the budget for coordinators for the above network. Most importantly, the Inspector General (IG) of USAREUR was instructed to use this program as part of a measure of a

command's overall evaluation.

Rucker, in her afterword for the 1986 AFAP-Europe, states:

> The Army cannot create a stress-free life for soldiers and families, but the chain of command can take initiative to ease stress; encourage family members to take part in unit readiness; provide families with useful and timely information; and foster self-reliance among family members. Family support groups (FSG) do all of this and more. . . . FSG tied to command and community resources encourage families to build the inner strength needed to solve problems without constant assistance of the soldier or unit chain of command.
>
> (Rucker, 1986)

Major activities of a FSG would be: the sponsorship program, specifically to make it really work; the Noncombatant Exercise Order (NEO), specifically to assist in the running of it; terrorism, specifically to help with the terrorism counteraction training for family members; remote sites, specifically to assist commanders at these remote sites to help the communities there; and outreach, specifically to help young soldier families cope with living in Germany.

Some communities in Europe are under the "Model Installation Program". Commanders in these communities (24 communities world-wide and two in Germany) are able to turn residents' suggestions into rule-waiver requests in cases

where rules seem to burden residents pointlessly. Each
request must be approved at the level where the rule
originated. This could be an excellent program, that while
originally designed to cut costs and to increase soldier
readiness, could easily fit into the concept of Family
Support Network.

G. Useful Resources

There are a variety of publications that Army families
use to gather and to convey/exchange information. The most
noticeable of these is the Army Times, a weekly newspaper
devoted exclusively to news about the Army. The Times
carries information and explanations of new programs,
expansion and loss of benefits, and other items that are of
interest to soldiers and family members.

Another publication, specifically for families, is
Military Family, a bi-monthly publication of the Military
Family Resource Center that provides networking resources
for family caregivers. The newsletter lists current
research, trends, conferences, etc, that are very helpful to
those that provide services for military families, and it is
of interest to the families themselves.

Some other publications are Military Lifestyle and
Wifeline, which are women's magazines and are given away for
free, usually at the commissaries. These magazines, similar

to the women's magazines sold in grocery stores, contain recipes, food coupons, craft ideas, and articles dealing with the stresses of separation, isolation, moving, and stretching the family budget.

There are guide books for military personnel, such as the Army Officer's Guide. There are books for wives, such as the Army Wife's Guide. There is even a book for children, the What Every Military Kid Should Know. These books, some of which could be considered old-fashioned, set up protocol standards for soldiers and their family members to follow.

## H. Summary

As can be seen from the literature review, there are specific stressors that affect military families. Some issues, such as income or family isolation, are definite stressors that impact on all families. Some issues, such as living overseas or different housing options, can be either stressors or satisfiers or both for families, depending on the families' attitudes, strengths, and knowledges.

There are a variety of methods used to cope with these stressors. One method is the institutional approach, where Army agencies write regulations and provide services to assist families. An example of this is the Army Community Service program, where staff are hired and programs are

implemented according to regulations. Another example would
be the special programs contracted by local commands, such
as a military base's spouse abuse program for drill
instructors. A second method is the semi-official, or shell
approach, where the Army establishes a shell of a program
and a volunteer group fills the shell. An example of this
would be a Family Support Group. The Army has written a
regulation establishing the program, and it expects family
members to fit into the shell of the program. A third
method is the community approach, where a neighborhood or
stairwell or block makes local programs and plans, such as a
baby sitting exchange, block parties, or spring cleanup.
These types of programs are run by groups of families. A
fourth method is the individual family strategies, where
family members learn how to deal with typical Army family
life problems.

Of course, the first three methods are dependent on the
fourth method for their successes. Official programs do not
work well if individual families do not cooperate with the
agencies or cannot request or accept the services offered by
the agencies. There has to be a minimal family strength.
Shell groups fail if competent families fail to fill the
shells. The community approach fails if families cannot get
together to develop a community. The key to these methods
is the individual healthy family.

There has been little research on the healthy Army family. This research will concentrate on the fourth method, the coping strategies of the healthy career Army family.

CHAPTER IV.   METHODOLOGY

A. The topic under investigation (healthy/coping families).

It is clear from the previous sections on demographics of Army personnel and their families, and from the literature review, that family life in the Army can be extremely stressful. Salaries are low, and separation, mobility, life in a company town, life in a foreign country, etc., are all commonplace occurrences. Given all that, one may well wonder why do people stay in the Army for a career of twenty or more years if the lifestyle is, in fact, so hard.

Nevertheless, many families flourish in the Army. They seem to enjoy their military careers; they are generally healthy and happy; and they enjoy their various tours of duty. The reenlistment rate for career soldiers hovers around 85%. Soldiers would not reenlist at such a high rate if Army life was all that unsatisfying. However, since Army life has been shown to be difficult, these soldiers, and their families, must be doing something to help them make that life more palatable.

In part, a family's satisfaction seems to be dependent on how well the members deal with Army life. It is not the different stressful situations that happen to them that makes their lives difficult, it is the way that these Army families deal with these different situations. For most people, change of any kind is stressful (Holmes and Rahe,

1967). A move overseas or across the country, a new job, or even a promotion can all be stressful. It is how the family reacts to and deals with this stress that determines if it is harmful. Their ways of dealing with these situations can be called their coping ability.

As we noted in the previous chapter, there has been a plurality of research on how and why families and individuals fail to cope with the stressors of military life, with a concomitant lack of research on healthy families. This situation is not unique to military family study and indeed seems to point to a more generalized trend in social science research, namely that research focus is more usually on the dysfunctional and pathologic. Research has been conducted on child, spouse, and drug abuse, suicide, depression, etc., in the military. While these are important topics, little has been done to look at the majority of Army families that are happy, healthy, and coping with Army life. The Army Family White Paper states that "there is a pressing need for basic research on the role of Army families and the effect, both positive and negative, of Army life on those families" (1983:20). Most research has focused on the negative effect, neglecting its focus on the positive effects.

A different way of investigating Army family life is to look at what families "do right", and what strategies

families develop to cope with the predictable stressors of
Army life. Most families make a success of their military
careers, and the question is how? What do these families do
differently which permits them to cope successfully with the
system, while other families, similarly configured, are
unable to do so?

This research, instead of looking at families that have
failed or attrited from the service, examines those families
who have succeeded, and the coping skills they have acquired
and used that enabled them to succeed. Specifically, we are
looking for the thematic mechanisms and commonalities of
their successful coping behavior.

Part of this inquiry is modeled after the research
approach conducted by Burton White (1974, 1979) in his study
of the development of competency of young children. White's
central methodologic design can be re-stated as: "Why look
at dysfunctional children to find out why they are
dysfunctional? Let's look at competent children to find out
why they are competent." Experts (teachers) selected
competent children, whom White then studied in their homes
in order to find out what happened there to allow the
children to become competent. His steps were:

0.   Define Competence
1.   Perform natural experiment
2.   Collect data
3.   Generate hypotheses
4.   Convert hypotheses to feasible training program
5.   Test hypotheses
6.   Redefine

(White, 1979:4)

Most social science research is done at step 5, the testing of hypotheses. The research on military families, which is the basis of this work, centered on steps 0 to 3, with step 4 seen as a future goal. This approach was modified with the addition of a pilot study. This resulted in step 2 being repeated, when a structured interview survey was used. These new data were then analyzed when step 3 was conducted again. The steps were:

0.   Define Competence (coping)
1.   Perform natural experiment (qualitative method)
2.   Collect data (from unstructured interviews)
3.   Generate hypotheses (from pilot study)
4.   Collect data (from structured interviews)
5.   Generate hypotheses (from total study)

B.   Research Steps.

Step 0.   Define Competence (coping).

This research is focused on healthy, coping, career Army families. Coping is defined as the successful handling of problem situations generated by life in the Army with which Army families are confronted on a continual basis. Career Army families were defined as families where the soldier has

re-enlisted at least once and has plans to make the Army a
career.

A first step in this research was the identification of
families to study. The question is: "How can we tell what
is a healthy family?" From a strict scientific standpoint,
there is no agreed upon definition of health. However,
based on prior research and clinical experience, we can
assume a measure of health from an absence of overt
pathology. Families who appear to be healthy, who say that
they are happy, and who volunteer for this research, can be
assumed to meet the needs of this definition.

It was hoped that coping could be operational defined by
having "experts" select healthy families tor interviewing.
An attempt was made to have this done, but this approach was
not entirely successful. This attempt is described later.

Step 1. Perform natural experiment (qualitative method).

As White looked at children in their environment of the
home, this research looked at Army families in their
environment of the military community. As has been shown
earlier, these families are a part of a larger community,
the military community. Their profession ties them to this
group, whether they live in "quarters" or "on the economy".

Bronfenbrenner (1979) said: "Although stress research
has typically looked at individuals in isolation, some

investigators have argued that efforts at adaptation and coping should be viewed within the context of the larger system of which they are a part". This is why unstructured interviews were used. The focus of this research had to be the families' life in the military system. It was theorized that unstructured interviews would generate the richest and broadest data.

To conduct the analysis, the qualitative methodology described in Glasser and Strauss's Grounded Theory (1967) was used. All of the qualitative material from the family interviews, "officials" interviews, the literature, and the observations were reviewed. This was an on-going and continuous process. The researcher looked for themes, then drew preliminary hypotheses, and then developed concepts. All the sources of data, verbal, written, and experience, were used.

In the qualitative research method, all data are used in the analysis. It was decided that even if some of the families selected for the interviews were not among the healthiest of Army families, their data would still be useful for the research. While not the focus of the research, dysfunctional families can give us clues on behaviors that go wrong.

Step 2. Collect data (unstructured interviews):

The answers to several questions about family life in the Army were sought. These questions were developed from the general topics addressed in the literature and derived from the preliminary and pilot data interviews. These focus items were used to help generate talk from the family members. These topics developed and changed over time. These general questions, used to stimulate conversation, were:

1. How do families view the Army in terms of family life?
2. What do families see as their problems and stresses?
3. How do they cope with the Army?
4. Why are some families successful?
5. What problems do families see with the system and with other families?
6. What do families want from the system?
7. What are the families' recommendation for improvement of the system?
8. How do families get involved in decisions about their own welfare?
9. What do families do when they move to a new post?

Step 3. Generate hypotheses (from the pilot study data).

The pilot study was used to generate data that were analyzed and converted to themes (a type of hypotheses) of coping strategies. It was theorized that these families, who exhibited different surface structure characteristics and behaviors, would develop similar deep-structured coping strategies. It was thought that these strategies were, or could be, institutionalized through membership in the

military family organization.

In the same way, Sarason, in his study of life stress and social supports, while talking about role models for people, states: "These exemplary models had themselves been influenced by exemplary models - parents, teachers, clergymen who had provided models of independence, stability, and self-respect" (1979:21).

The interviews were analyzed, and are described later in the section on the pilot study. These data were used to develop a structured survey (Appendix A) that was used to collect additional data.

Step 4. Collect data (from structured interviews).

After the analysis of the data from the pilot study, it was decided that structured interviews, where the questions were based on the prior research, would yield more complete and theoretically useful data. Families were selected and interviewed. This topic is described below in the section on final study.

Step 5. Generate hypotheses (from total study):

The data from the total interviews were analyzed. The outcomes of this are described in Chapter VI. "Results and Conclusions".

C.    Pilot Study (in order to discover the parameters of health)

As part of the preliminary research, before the start of the pilot study, three Navy families were interviewed. Families were chosen that exhibited different demographic characteristics so that a maximum amount of variation could be anticipated. However, when the interviews were analyzed, one common theme easily emerged from the data. All three families had "set down roots". This was seen as an attempt by these families to develop a sense of community and a sense of belonging. The methods each family used were different.

Family #1 had one child. The father was a senior NCO, and although this family lived in town, off the base, they focused their free time around the boat squadron club at the father's duty station. This was how they became involved and set down roots in their community.

Family #2 had two children. The father was a senior NCO, and although this family lived on the base, they focused their time around sports in the civilian school, scouts, Little League, and most importantly to them, the church. They used all these methods to become part of their community.

Family #3 was different. It consisted of a single parent, who was a senior officer, and his young child. They

lived on the base. This parent was involved in a custody fight with his ex-wife, so he was under considerable stress. His family focused around self-achievement, and he entered the community by becoming a Mr. Fix-it for his neighbors.

The theme that emerged from these families' strategies of "setting down roots" became part of the interview questions, ie., "What do families do when they move to a new post?"

Interestingly, one man would have nothing to do with what he perceived to be any military attempt to build a community spirit. He was, in fact, so adamant about it that he also prohibited his wife from becoming involved in any such attempt. He was very active in the military family community, as long as the activity was either in or with the civilian community or was a part of the esprit de corps of the small unit with which he worked. His wife was also active with these groups. This behavior is paradoxical, for the service does try to develop community spirit. They provided the structure, the format, and the meeting places for some of the groups with which this man participated. The other two families were not adamant about avoiding "official" activities, but they behaved in a similar fashion. This avoidance of "mandatory" activities appeared to be another theme.

During the first three interviews, notes were taken and

the interviews were tape recorded. The interview notes were compared to the tape recordings, and it was decided that since broad themes, rather than minute details were necessary, the researcher's notes adequately collected the data. Taping of the interviews, in addition to making the respondents uncomfortable, did not add sufficient quality to justify their use, so the taping was discontinued.

During these first three interviews, a standardized objective measure was not used. It was later decided that some type of objective measure of family coping would be helpful for the analysis of data on the coping mechanisms of the families. Various instruments were reviewed, among them the Family Unit Inventory (FUI) by van der Veen, and the Family Environment Scale (FES) by Moos. The FUI was dropped from consideration as this instrument is unpublished, and the scoring of it, dependent on the author, was unavailable. On the other hand, the research and theory behind the FES appeared to be sound. In addition, this instrument is published, easy to administer, and can be scored by an independent researcher. Based on these qualities, it was decided that the FES would be used as an objective measure for the research.

The Family Environment Scale by R. Moos (1974) is based on the theories of Kurt Lewin. For Moos, the formula of behavior is $B=f(P,E)$, where B is behavior, a Function (f)

of People (P) and the Environment (E). The scale consists of ninety true/false questions. The scale is divided into three main dimensions. These are:

| | | |
|---|---|---|
| A. Relationship Dimensions | 1. | Cohesion |
| | 2. | Expressiveness |
| | 3. | Conflict |
| B. Personal Growth Dimensions | 4. | Independence |
| | 5. | Achievement Orientation |
| | 6. | Intellectual-Cultural Orientation |
| | 7. | Active Recreational Orientation |
| | 8. | Moral-Religious Emphasis |
| C. Systems Maintenance | 9. | Organization |
| | 10. | Control |

Table 17 lists the definitions of these dimension subscales:

Table 17

FES Subscales and Dimension Descriptions

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Relationship Dimensions

1.  Cohesion: the degree of commitment, help, and support family members provide for one another.

2.  Expressiveness: the extent to which family members are encouraged to act openly and to express their feelings directly.

3.  Conflict: the amount of openly expressed anger, aggression, and conflict among family members.

Personal Growth Dimensions

4.  Independence: the extent to which family members are assertive, are self-sufficient, and make their own decisions.

5.  Achievement Orientation: the extent to which activities (such as school and work) are cast into an achievement-oriented or competitive framework.

6.  Intellectual-Cultural Orientation: the degree of interest in political, social, intellectual, and cultural activities.

7.  Active-Recreational Orientation: the extent of participation in social and recreational activities.

8.  Moral-Religious Emphasis: the degree of emphasis on ethical and religious issues and values.

System Maintenance Dimensions

9.  Organization: the degree of importance of clear organization and structure in planning family activities and responsibilities.

10. Control: the extent to which set rules and procedures are used to run family life.

(Moos, 1981:2)

This scale is used to measure the family environment in terms of the three sub-headings and the ten themes. It can only indirectly measure coping behavior, and then only intuitively. However, it is very useful in focusing in terms of areas of how different families cope. The FES instructions and questions are listed in Appendix B.

The validity and reliability of this scale is high. Mitchell, discussing the FES, states:

> Family support. A measure of the current quality of social relationships in the family is provided by the Family Relationship Index (FRI), which is the mean of three 10 point subscales that comprise the relationship domain of the Family Environment Scale (FES; Moos & Moos, 1981). The three subscales measure (a) cohesion--the degree to which family members are helpful and supportive of one another; (b) expressiveness--the extent to which family members are encouraged to act openly and to express their feelings directly; and (c) conflict (reversed)--the extent to which the open expression of anger and aggression, and, generally, conflictual interactions are characteristic of the family (alpha = .89).

> (Mitchell, 1983)

As a further test of the FES, the interview notes from the first three families were re-read, and an FES profile was filled out on each family by the researcher. Based on the profiles, it became apparent that each family focused around a different personal growth dimension described in the FES. All of these coping families were strong on the Personal Growth Dimensions. One family had a moral-

religious emphasis, one had an active recreational orientation, and one was independence achievement oriented All three families were high on the relationship dimensions of cohesion and expressiveness and low on conflict. Moos (1980) said that FES profiles with at least one high score on personal growth, coupled with high cohesion and expressiveness and low conflict, probably indicates a good coping family. It was decided that with this fit of the instrument to the interview notes, the FES was a valid instrument to use with the interviews, and would help with the synthesis of commonalities in behaviors of these families.

The original goal of this research was to focus on the coping styles of families in all four services, the Army, Air Force, Navy, and Marines. This global research goal was reduced to Army families when it became clear that the topic was too broad, and the studying of all four services would generate more data than a single researcher could deal with effectively. Each military service, while similar, has unique service requirements. The Army was chosen in part because it is the largest branch of the armed services, is the most geographically dispersed, and offered the maximum number of opportunities to explore a variety of coping styles.

As previously mentioned, a pilot study was conducted.

In this portion of the research, eight families, then stationed at Ft. Sheridan, Illinois, were interviewed. Various methods were used in the selection of these families. As explained above, it seemed preferable to have "experts" select good coping families for interviewing. One method was to assume that a unit commander would know who the healthy families are under his command and to use him/her to select excellent coping families for interviewing. This method met with minimal success, except in one instance.

The commanders of two major Army organizations were asked if their soldiers could be interviewed. Both these commanders were very interested in the research questions and granted permission to interview their soldiers. They even offered to provide families for interviewing. Unfortunately, they delegated this responsibility to staff officers who were not as interested, and who made no real selection attempts. Since this method of identification was not particularly fruitful, this approach was dropped. In the one successful case using this approach, the commander of a small organization, a company of approximately 100 people, selected and provided four excellent families for interviewing. This apparently was a function of the size of the Army command. One would expect the commander of a small unit to be more aware of the personnel under his command.

Use of unit commanders at these two levels - the major (and large) command and the company (or small unit) level, however, points up a key aspect of military life. Small unit commanders are much more in touch with the realities of military family life for the service member and the family. The further "up the ladder" a commander progresses, the less likely it is that he will know the hundreds of soldiers who follow him, let alone the circumstances of the individual's life.

As an additional method, families were recruited through contacts in the workplace and through networking. Interviewed families, from both sources, recommended their friends for interviewing. This "snowball" effect worked well, and excellent families were selected for interviewing. It appears that healthy Army families can recognize other healthy families.

It was relatively easy to get families to interview for the pilot study. The purpose of the research was explained to the soldiers, and they were asked if they and their spouse would volunteer to be interviewed. If they agreed, then a time was scheduled for the interview. Only two families said no. At the family's house the purpose of the research was explained again, and the issue of confidentiality was discussed. All conversations were kept as informal as possible. Husbands and wives were asked

general questions of what they wanted from the military specifically for their family, what they wanted the military to do for families in general, what problems they saw other people having, etc. The goal of asking them these general questions was to stimulate conversation. The families enjoyed talking about their family life in the military in an open ended format. General themes were covered; nominal data were collected; and, questions were modified and changed as the researcher's knowledge pool increased.

It must be noted that two of these families were Marines. They were interviewed when the research goal was to study all four services. They were included in this sample because they were stationed at Ft. Sheridan, they were under Army command, and they had lived with the Army for a couple of years. It was thought that their experiences and perspectives would be of interest to this research.

It was thought that confidentiality might be an important concern for these families. This did not appear to be the case. Nevertheless, the confidentiality of each family was protected. The family names and the scenarios are disguised in all written analyses, and only the researcher saw the raw data. This process was fully explained to the families before beginning the interviews.

Each interview in the pilot study took about four hours.

At the end of the interview, both the husband and wife were given a copy of the Family Environment Scale and instructions on how to use it. Some of the families did the FES immediately, but most of them finished and returned it within a couple of days after the interview. Since the FES is a measure of the person's realistic view of the family environment, the couples were told not to discuss the questions on the FES before they took it. They were told they could talk about it when they were both finished, and the results of the FES were given to them at a later date. Their absolute raw scores were compared, and their Incongruence Score, a measure of agreement between family members, was computed. In addition, the researcher filled out an FES on the couple immediately after the interview. The researcher's FES scores were matched against the family's composite FES scores. This was used as an objectivity check, to see how well the researcher assessed the family's social environment. The researcher's incongruence score, on average, was almost on the mean, and will be reported later.

The typographies of these families coping mechanisms were looked at. Even though the "surface structures" of coping mechanisms of the families appeared to be very different, their "deep structures" of coping mechanisms appeared to be very similar. Themes in embryonic form

emerged from the eight pilot interviews. Briefly, some of

these were:

1. Families quickly developed a sense of community, setting
down roots in a variety of ways, such as joining the scouts,
community sports, church and school activities.

2. These families had esprit de corps with some group,
usually from the workplace.

3. These families were proud of their belongings and homes.
They acted like turtles, carrying their possessions and
lives with them when they moved. In this way they made long
term commitments.

4. There was a separation of levels between the Army and
the family. Some of the families did not think the Army did
things for them; they preferred to do things for themselves.

5. In general, families took pride in being a part of the
Army. They might complain about the Army, but, on the
whole, wished to be good members of it.

6. Families want the same things, but they have different
views of how to get it. For example, some families like to
live on the post, while others like to live in town. This
fact tends to confuse the issues.

7. Families want some control over their destiny.

The pilot study, which generated consistent themes,

showed that interviews were the most appropriate format for

this research and were capable of producing rich and

rewarding data. It also showed that the stressors described

in the literature are a reality for most Army families. The

pilot study interviews were loosely structured around

general questions, and these stressors became the topics.

This led to wide discussions about Army life in general.

D.   Final Study (with structured interviews).

For the final section of the research, it was decided that a more systematic investigation of the problems and solutions of Army family life was needed.   A structured survey (Appendix A) was developed from the themes uncovered during the pilot study section of the research.   It was felt that a structured survey would lead to more complete and more easily comparable data, this ultimately should lead to a better theory.   The Family Environment Scale was considered a valuable addition to the interviews, and its use was continued.

Ten families were selected for this section of the research.   An expert in military family research recommended some of the families that were interviewed. Other families were recommended by the interviewed families. Some families were recruited from the workplace.   All families were volunteers.

Normative data were collected on the families through specific questions.   The families were then asked the general question:   "What have you seen as major problems in being an Army family?"   After some discussion, they were told:   "Stop, let us discuss one of these problems in detail."   As the discussion around the identified problem continued, the families were asked why the issue was a problem; the number of times they had encountered the

problem; how they had dealt with the problem; what help they had received, and from whom; and the resources that they found available. For each identified problem, their coping strategies, time, resources, and types of successes were constantly looked for, discussed, and written down. In the same fashion, more identified problems were discussed. Specific questions were written and available to use if the families got stuck. A typical question was: "Tell me about how you moved to this military community."

After the discussion of problems in being an Army family, the families were asked to make a list of generic problems. They were asked to list general problems that Army families face, and the assistance that Army families have available. After this point, the families were given the FES and an envelope to mail to the researcher. After the interview, the researcher filled out an FES profile on the family.

The general purpose of the interviews was to distill the behaviors of the families that were their mechanisms of coping with the military system. While a structured format was used for the new interviews, the responses were open-ended. Using the qualitative method for analysis, the notes were read, reread, copied, split apart and recombined in themes, and re-interpreted after each interview as the ideas changed. This type of research is vulnerable to low

objectivity, reliability, and validity. To paraphrase
Collins (1976) though, we have to know an Army family
member's feelings and definitions of his/her activity, or we
inaccurately describe that activity. Qualitative data helps
us accurately describe that activity.

All the families interviewed for this portion of the
research were stationed in or near the Heidelberg Military
Community, Federal Republic of Germany. This environment
was much different from that at Ft. Sheridan. The family
refusal rate for being interviewed was much higher, at 50%.
This was surprising to the researcher and to the military
family experts. It was theorized that some families self-
selected themselves out of the study because they didn't
feel they were coping well; others did not want to invest
the time necessary for an interview, as time was a precious
commodity for all of the families; and still others did not
feel comfortable talking about their "health".

However, these families were very similar to the pilot
group, having been in the Army about the same amount of time
and having traveled around the world as much. The FES
profiles for all of the families are in Appendix C. Brief
demographical snapshot of the sample families are in
Appendix D. The combined results of the interviews from the
pilot and final study will be presented in Chapter VI,
"Results and Conclusions".

E.   Sample size.

Eighteen families, combined from the pilot and final studies, are not representative of the entire Army in terms of surface variables, and this small sample size should not be considered representative of the current total population of Army families.   It is, in fact, a skewed selection - but skewed for the purpose of illustrating the point of the research.   In general, successful, older career families were interviewed.   However, these families have been stationed all over the world.   They were once recruits too.   It is hoped that this sample is representative of successful career families in the Army with similar coping mechanisms.   If heterogeneous families have coping concepts and themes in common, the theory will be stronger.   If so, this multivariate view of families will help in the development of a robust theory of coping development.

The choice of so few respondents to develop sociological theory is not new or untried.   Robert E. Lane, in his book Political Ideology (1962), interviewed fifteen people for his study on the development of political thought.   He randomly selected fifteen white men who lived in one housing area for his research.   Likewise, Joseph T. Howell, in his book Hard Living on Clay Street (1972), observed three families living in the slums of Washington, DC.   These researchers' small sample sizes were large enough for them

to develop frameworks for their theories.

F.  Possible Pitfalls (objectivity).

As a check of objectivity, reliability, and validity on the issues which emerge from the data, material that was counter to the mainstream of material was also considered.

Recently, a PhD military researcher was interviewed, and her remarks seemed counter to other information that had been received.  She was asked about comments that families made that the military did not provide the services they wanted, but made them do all the work.  She felt that most community programs done at her installation were generated by the military itself, and that, in a global sense, the military did this good work. This was in contrast to the families themselves who saw no support from the service. When her perspective was considered (she was married to a retired Navy officer), a clearer picture of how high echelon people viewed military family life evolved.  Her material was very useful for the restructuring of some views.

From a larger perspective however, we can see where these two seemingly divergent pictures actually were layered views describing the same thing.  While the commander's wife said:  "the service does everything", families said:  "the service doesn't do anything.  It makes us do the work".  The difference was one of levels.  The O-6's wife saw things

from a macro-level, where the service provided the buildings and opportunities for activities. The servicemembers and families saw the situation at the micro-level, where they do all the work developing their own esprit de corps. In essence, they felt they, the members of the command, owned their community program.

This type of issue has been difficult to understand. Not only must the views of the families be considered, but the views of the service need to be taken into account before larger concepts can be developed.

G.  Purpose (multivariate view of healthy families).

Qualitative methodology, coupled with the positive approach of looking at what is successful, is a fruitful research method which can be used to fit different populations such as foreign wives, young marrieds, overseas families, or families at remote posts.

This type of research can also lead to methodology that is more objective and easier to administer than personal interviews. The problem with most objective surveys is the poor fit between the reality of the population and the questions on the surveys. Questions developed through this type of qualitative methodology will be more in line with the needs and realities of the family population.

CHAPTER V. THEORY OF COPING

Two problems have surfaced during this research. One problem has been the definition of a healthy family. The concept of a "healthy family" has so far defied not only scientific description or measurement, but also any kind of scientific consensus on its parameters. The operational definition of a healthy family for the the purposes of this research is a family that shows no overt pathology, is successful in the Army system and demonstrates a degree of satisfaction with Army life, and has agreed to be interviewed.

Despite its breath, this definition has not been totally satisfactory. All of the interviewed families have been successful in the Army, achieving high rank, either in the enlisted or the officer corps. They have, for the most part, determined to make a career of the Army; and they are all well established in their careers. They do not overtly demonstrate any symptoms of clinical pathology; and they all volunteered to be interviewed. Obviously, families with known pre-existing problems, e.g. substance abuse, child abuse, etc, have been screened from the actual sample. However, outside of the criteria for this study, it would be presumptuous to say all of these families were "healthy". Despite meeting these criteria, it is not necessarily true that these would be families that meet our stereotypic view of the "happy" family, or even that one would choose them

for "best friends". For, it appears to be true, that in
several cases, our healthy families are neither particularly
likable or happy. Meeting these criteria does not
necessarily mean that a family is generically healthy or
that they would be so in a different environment. It does
say, however, that each family functions well and has gained
satisfaction from their lifestyles within their specific
environment.

A second problem with this research has been how to
categorize these families. What analytical structures or
standards can or should be used to assist us in analyzing
the parameters of healthy families? Two lines of research
have proved fruitful.

Stinnett (1985) and a research team from Oklahoma State
University used a panel approach in developing a family
questionnaire to measure family health. They then contacted
the home extension agents from each of Oklahoma's counties
and asked them to recommend a few families who fit their
assumptions about strong families. "Strong" is used here in
a sense analogous to our use of the term "healthy". These
families were given the questionnaire to complete and were
asked to rate their marital and parental happiness.

Whereas most of the recommended families were selected
for the study, a few of the families rated their marital
and/or their parental happiness as "low" and were dropped

from the sample.   In all, 130 families were studied.   From

this sample, work was started on a larger questionnaire, The

Family Strengths Inventory.   This research team selected a

larger sample by running a small news story in 48 newspapers

in twenty-five states.   This news story read:


> Lincoln, NE -- Researchers at the University of
> Nebraska are seeking volunteers for a nation-wide
> study of strong families.   "If you live in a
> strong family, we'd like you to contact us by
> mail," Dr. Nick Stinnett, chairperson of the
> Department of Human Development and Family noted.
> "We know a lot these days about what makes
> families fail, but we really need to know a lot
> more about what makes families succeed.   Your help
> is urgently requested."
>
> (Stinnett, 1985:11)


The research team received several hundred responses

from the story.   To date, their sample size is over 3,000

families.   They have analyzed the data, and their results

indicate that strong families have the following

characteristics:


1.   Commitment.   Members of strong families are dedicated to
promoting each other's welfare and happiness.   They value
the unity of the family.

2.   Appreciation.   Members of strong families show
appreciation for each other a great deal.

3.   Communication.   Members of strong families have good
communication skills and spend a lot of time talking with
and listening to each other.

4.   Time.   Strong families spend time -- quality time in

large quantities -- with each other.

5. Spiritual Wellness. Whether they go to formal religious services or not, strong family members have a sense of a greater good or power in life, and that belief gives them strength and purpose.

6. Coping Ability. Members of strong families are able to view stress or crises as an opportunity to grow.

(Stinnett, 1985:14)

These first five characteristics can be used, in general, to describe the behaviors of successful Army families. These "givens" of a healthy family define our families and are not, generally speaking, at issue here. The sixth characteristic, coping, is in fact our research variable and will be discussed in a later chapter, "Results and Conclusions". Despite the fact that these characteristics underlie each of our families, a brief description of these first five characteristics will be useful.

1. Commitment - to their families and to the Army lifestyle, means endless moves, living in a foreign culture, periodic financial distress, father/husband/soldier separation, and the potential threat for injury or death from training or actual combat.

In our specific sample, we see families who are concerned about their children and their children's future. They have tried, in the past, to arrange their rotation schedules so that they move during the summers in order not

to disrupt their children's education in the middle of a
school year. Although the children may attend as many as
six or seven schools from kindergarten through high school,
parents generally feel that the discontinuity between school
systems is less if the changes are made at "normal" breaks,
such as summer vacations.

These families each want a nice home whether that means
government quarters or a rental apartment in the "local
economy". They use the existing systems to benefit their
families, from the medical system and the commissary to
DoDDS and the local youth activities.

There are other areas of commitment too. Many of the
healthy families quickly develop a sense of belonging in the
community wherever they happen to live. Principally, they
do this by joining on-going groups such as the scouts,
community sports, church, or school activities. Many have
leadership positions within their communities and accept
those responsibilities as part of their responsibility for
making their community a better place to live.

These families are proud of their belongings and homes.
In this study, the average family moved seven times in a
eighteen year Army career, and one-third of those moves were
overseas. With that much mobility, and limited weight
allowances, families must limit their possessions. Many of
them act like turtles, carrying their prized possessions,

special momentos, and their lives with them when they move.
In this way, they make some of the long term commitments to
their own family heritage that they otherwise would miss.

In another area, there is also a sense of commitment of
these families for themselves. With many of them, there
seemed to be a separation of levels between them and the
Army. They talked about "my time" vs. "Army time" as two
different things. Some of them did not think the Army did
things for them; they preferred to do things for themselves,
demonstrating a need for some semblance of control over
their destiny. When they were asked what the Army owed
them, they said they did not want a handout, but a just
compensation for their efforts.


2. Appreciation - of their families, of their unit
organization, and of the Army.

Many of these families had esprit de corps with some
group, usually from their workplace. This seemed most true
with those soldiers in a small cohesive unit and not in a
more dispersed staff unit. Others were involved in small
groups through their church or through their children's
school and recreational activities.

In general, these families took pride in being a part
of the Army, or at least in being a part of their small
unit. The importance of this small group, for cohesion,

support, and orientation to the community, however, becomes more apparent when it is absent, for those families who did not have small unit cohesion at their current assignment stated how much they missed it. Nevertheless, they seemed to be making the best of it.

At another level, families might complain about the Army, and many of them did, voicing concern over areas especially when they felt their quality of life was being eroded. They did not, however, play the "blame game", making the Army, generically, responsible for all the things that were wrong or unsatisfactory. They all were aware that they could leave the Army. They took responsibility for the choices they had made and remained, in some measure, appreciative of the system to which they had committed themselves.

The wives showed much of this appreciation towards the Army. Some of them were joiners, and got involved in formal volunteer activities such as wives' clubs and ACS. Many of the Army's social and service organizations would not be able to function without these women. Others took advantage of opportunities to make themselves better persons (such as one wife who took advantage of $5.00 college courses) for their families, and sometimes for the Army. Still others capitalized on bad experiences (such as the German wife who suffered severe culture shock in America who then developed

a program for American family members newly assigned to Germany) to better the organization systematically and other families individually.

3. Communication – with each other, and with the system, using the language of the organization.

It was very clear in the research that the Army spouses all spoke "Army". Acronyms like POV, PCS, and PDO are second nature; "going to the field" and "being AOD" are facts of life that each has endured. And, each one of them knows that a "GI party" is no fun at all. Beyond this ability to speak the language is also the skill to use it and the knowledge of how and when to do so. They all knew the vocabulary. By inference, in situations of potential conflict, most of them did not shut down their communications, but rather increased them to solve problems or at least make the situation better. Most of the spouses did not assess "blame" to the soldier or the Army. In general, among themselves, the families talked out their problems and solutions.

4. Time – is a special quantity for these families. There is a connection between time and commitment.

Time was one of the most precious commodities for these families. Most soldiers do not work from nine to five,

Monday through Friday. They may work 14 hours a day, six or
seven days a week. Compensatory "time off for overtime" is
virtually unknown. Time spent in the Army is limited by a
schedule which is generally outside of the control of the
individual soldier. Families tried to maximize the time
available to them to do things as a family. As many
activities occur on the "spur of the moment" as are
cancelled because of an unforeseen duty requirement.
Scheduling more than a few days ahead of time may lead to
deep seated frustration when family plans take continual
second place to duty requirements. These families spent
time together in "whole family" activities, such as
volksmarching, cub scouts, or bowling.

5. Spiritual Wellness - "Whether they go to formal
religious services or not, strong family members have a
sense of a greater good or power in life, and that belief
gives them strength and purpose" (Stinnett, 1985:14).

The sacrifice which these families have attained
underlies the degree of success which they have achieved.
There are moral values implicit in the Army - "duty, honor,
country", and these values are shared, in some measure, by
each family member. It is as if the family as a whole has
worked for a greater good. The Army, too, recognizes the
need for spiritual wellness and encapsulated this

recognition in 1986, the Army's Year of Values. During this time, the Army publicly stressed what is implied in every training course, from basic training to the Command and General Staff College, the three C's of leadership: caring, concern, and commitment.

While most of the interviewed families had formal religious views and high scores on the moral-religious subscale on the Family Environment Scale, some did not, but this category can be equally well measured as pride or esprit de corps.

A second line of research has been done by Moos (1974, 1976, 1981). Moos has investigated the social environments of many different types of setting, from work, correctional facilities, military companies, to families. He postulates that behavior is a function of people and their environment, and developed the Family Environment Scale (FES) to measure environments within the family itself. The FES has been discussed in Chapter IV - Methodology; and the FES instructions and questions are in Appendix B. The FES consists of ten subscales that measure the family's social environment. To repeat, these subscales are listed in Table 18.

Table 18

FES Subscales and Dimension Descriptions

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Relationship Dimensions

1. <u>Cohesion</u>: the degree of commitment, help, and support family members provide for one another.

2. <u>Expressiveness</u>: the extent to which family members are encouraged to act openly and to express their feelings directly.

3. <u>Conflict</u>: the amount of openly expressed anger, aggression, and conflict among family members.


Personal Growth Dimensions

4. <u>Independence</u>: the extent to which family members are assertive, are self-sufficient, and make their own decisions.

5. <u>Achievement Orientation</u>: the extent to which activities (such as school and work) are cast into an achievement-oriented or competitive framework.

6. <u>Intellectual-Cultural Orientation</u>: the degree of interest in political, social, intellectual, and cultural activities.

7. <u>Active-Recreational Orientation</u>: the extent of participation in social and recreational activities.

8. <u>Moral-Religious Emphasis</u>: the degree of emphasis on ethical and religious issues and values.


System Maintenance Dimensions

9. <u>Organization</u>: the degree of importance of clear organization and structure in planning family activities and responsibilities.

10. <u>Control</u>: the extent to which set rules and procedures are used to run family life.

(Moos, 1981:2)

These subscales are measured by nine questions each. The raw scores range from 0 to 9, and the standard scores can range from 0 to 81, with 50 the average score. These scale intervals have been standardized, so a score of 40 is one standard deviation below the mean, and a score of 60 is one standard deviation above the mean. Scores between 30 and 70, two standard deviations above and below the mean, are considered to be within the normal range.

Families scores are plotted on a graph, and a profile is developed. In addition, family members can be given an incongruence score. This score measure how much family members agree, or disagree, about their family climate. Absolute differences in raw scores for each scale are summed. Raw scores range from 0, where there is total congruence on every question on the FES, to 90, where there is total incongruence on every question. Standard scores range from 22 to 117, with 50 the average.

A sample of 100 families whose social environments were measured by the FES was subjected to a multivariate cluster analysis in order to develop an empirically-based taxonomy of families. These 100 families were a representative sample of the total sample on which the FES was first developed. Even though the surface characteristics of the families, such as type of housing, mobility, religious preference, etc, differed greatly, this

subset of families approximated the total sample in major
socio-demographic characteristics of size, ethnic
background, and family social environment.

Using this sample, Moos (1976) found six cluster types.
Some clusters were further divided into two or three
subclusters, resulting in a total of 12 individual types of
family social environments. These types, and the number of
families from each type, are listed in Table 19.

Table 19

Typology of Family Social Environments

I. Three Clusters on Personal Growth: (54 families)

    1. Independence-Oriented (24 families)
       a. expressive-independence (11)
       b. structured-independence (10)
       c. apathetic-independence (3)

    2. Achievement-Oriented (19 families)
       a. achievement-via-independence (12)
       b. achievement-via-conformity (7)

    3. Moral/Religious-Oriented (11 families)
       a. Unstructured moral-religious (4)
       b. Structured moral-religious (7)

II. Two Cluster on Relationships: (38 families)

    4. Expression-Oriented (9 families)

    5. Conflict-Oriented (29 families)
       a. Unstructured conflict-oriented (11)
       b. Structured conflict-oriented (15)
       c. Expressive conflict-oriented (3)

III. One Cluster on Systems-Maintenance (8 families)

    6. Structure-Oriented (8 families)

Again, it is useful to describe each of these types
briefly.

I. The Personal Growth Dimensions are measured by the FES
subscales of Independence, Achievement-Orientation,
Intellectual-Cultural Orientation, Active-Recreational, and
Moral-Religious Emphasis. The personal growth dimensions
are the family's goal orientation. Moos says: "They
measure the emphasis within the family on certain
developmental processes that may be fostered by family
living" (1976:359). There are three distinct cluster types
under the personal growth dimensions.

1. The Independence-Oriented families emphasize being
assertive and self-sufficient, making their own decisions,
and thinking things out for themselves. Their independence
score is generally their highest score. There are three
subclusters under this category.

la. Expressive-independence families are above average
on the three relationship dimensions of cohesion,
expressiveness, and conflict, having substantial cohesion
and unity. They encourage the open expression of feelings,
including anger and conflict. They emphasize the personal
growth dimensions, but put little emphasis on organization
and control.

1b.    Structured-independence families also score high
on independence, slightly above average on cohesion and
expressiveness, and below average on conflict.  They are
slightly above average on achievement and intellectual
orientations of the personal growth dimensions and slightly
high on organization.  They are more structured and less
expressive than the expressive-independence families.

1c.  As the name implies, Apathetic-independence
families emphasize independence at the expense of low scores
for all of the dimensions of relationship and for most of
the personal growth dimensions.

2.  Achievement-Oriented families place a strong
emphasis on different types of activities in a competitive
framework.  Family members work hard and expect to get
ahead.  There are two subclusters under this category.

2a.    Achievement-via-independence families emphasize
achievement within a framework of independence by being
assertive, self-sufficient, and autonomous.  This emphasis
on independence is outside of the family as they are above
average on the control variable.

2b.    Achievement-via-conformity families emphasize
achievement, but with high conformity, as measured by low
scores on independence.  They are generally low on the other
personal growth dimensions and are above average on the

structure dimensions of organization and control.


3. <u>Moral/Religious-Oriented</u> families place a strong
emphasis on ethical and religious issues. There are two
subclusters under this category.

3a. Unstructured moral-religious families show a high
interest in intellectual cultural orientation and low
interest in organization and control.

3b. Structured moral-religious families have a more
balanced orientation towards achievement and recreational
activities and an above average emphasis on organization and
control.


II. The Relationship Dimensions are measured by the FES
subscales of Cohesion, Expressiveness, and Conflict. Moos
says: "Relationship dimensions assess the extent to which
people are involved in the environment, the extent to which
they support and help one another, and the extent of
spontaneity and free and open expression among them"
(1979:341). There are two distinct cluster types under the
relationship dimensions.


4. <u>Expression-Oriented</u> families place a very high
emphasis on expressiveness, above average emphasis on
conflict, cohesion, and independence. They also score below

average on the personal growth dimensions of achievement and intellectual cultural orientations and the systems maintenance dimensions of organization and control. Moos (1976) reports that family members are encouraged to act openly and to express their feelings directly. Since there is little emphasis on structuring family activities, family members sometimes feel a lack of clarity or explicitness with rules and responsibilities.

5. Conflict-Oriented families exhibit a high degree of conflict and open expression of anger and aggression. There are three subclusters under this category.

5a. & 5b. Unstructured conflict-oriented and Structured conflict-oriented families show similar low scores on the relationship and personal growth dimensions. Both types feel a lack of concern and commitment and a lack of mutual helpfulness and support. Anger and conflict are expressed as cold and distant relationships among family members. The difference between these two types is the emphasis placed on the variables of organization and control.

5c. Expressive conflict-oriented families are different from the other types of conflict oriented families. They score high on conflict but in a more cohesive and expressive way. They show above average interest in the personal growth items and they operate

within a reasonably structured environment.

III.   The Systems-Maintenance Dimensions are measured by the
FES subscales of Organization and Control. Moos says:
"These subscales assess the degree of importance of clear
organization and structure in planning family activities and
responsibilities and the extent to which set rules and
procedures are used to run family life" (1981:2)   There is
one cluster type under the system-maintenance dimensions.

6.   Structure-Oriented families emphasize structure.
Their highest emphasis is on organization.  Moos says they
are also high on cohesion and moral-religious values as well
as expressiveness and control and the personal growth
dimensions.   They are low on conflict.

> These families show a strong emphasis on
> structuring family activities and on explicitness
> and clarity in family rules and responsibilities.
> There is a hierarchical structure of family
> organization, but control is not manifested in a
> rigid, autocratic way.  Family members are
> strongly committed to the family.  Expressiveness
> is emphasized but the expression of anger and
> conflict is inhibited

> (Moos, 1976:362).

For this research project,  fter the family interview,
both husband and wife filled out an FES questionnaire.
Their individual standard scale scores were plotted on a

graph. Their raw scale scores were then combined, and their mean standard scores were plotted on a second graph. A family incongruence score was calculated from the differences in the spouses' individual raw scores, and a researcher incongruence score was calculated from the differences between the spouses' combined raw scores and the researcher's raw scores on the family. These were entered on the second graph. The family's profile was analyzed for a cluster type, and this too was entered on the second graph. These FES profiles are in Appendix C. The FES clusters were used to categorize Army family types and are listed in Table 20.

Table 20

Sample Family Clusters

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A.  Personal Growth Dimensions:

   1.  Independence-Oriented
       a.  expressive-independence (*A. Strum)
       b.  structured-independence
       c.  apathetic-independence (Burke, Kingsly,
           Bridgeton, **Mack)

   2.  Achievement-Oriented
       a.  achievement-via-independence (Brown)
       b.  achievement-via-conformity (*P. Strum)

   3.  Moral/Religious-Oriented
       a.  Unstructured moral-religious
       b.  Structured moral-religious (Carlson)

B.  Personal Relationship:

   4.  Expression-Oriented (Wallin, Arnold, Warner)

   5.  Conflict-Oriented
       a.  Unstructured conflict-oriented
       b.  Structured conflict-oriented
       c.  Expressive conflict-oriented (Sanders, Smith)

C.  Systems-Maintenance Dimensions:

   6.  Structure-Oriented (Long, Ronson, Tinley, Spenser,
       Ryerson, Onley)

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* The Strum's were listed separately due to the high
incongruence score (80) on their FES.
**While the Mack's did not return their FES, based on the
researcher's FES profile on them they appear to fit here.

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The FES clusters can be used to categorize family types.
During the course of this research, it became apparent that
some types of clusters will not work well in the Army. Some
families, such as those with overt sexual abuse or

alcoholism, were factored out initially; however, some family types, identified by Moos as being in the civilian population, are either absent from or dysfunctional within the military environment. Therefore, the question becomes: Why do some types flourish and others not? We can look at each one of the types that are listed in Table 19.

Families that organize their family environment under one of the three personal growth dimension clusters generally function well in the Army. Its first cluster is Independence-Orientation. That category's first two subclusters, expressive-independence and structured-independence, are differentiated on the degree of structure, organization, and control. Both these types have high cohesion and expressiveness, coupled with moderate or low conflict. While only one spouse from the sample of interviewed families fit under one of these subclusters, it appears that families who fit either of these two subclusters would function well in the Army because, based on their personal growth orientation of independence, they would have the determination to be able to deal with the varied stressors of military life.

The apathetic-independence subcluster is somewhat different. These families are generally low on cohesion with each other and similarly low in expressiveness. They are also generally low on all the other environment scales

too, including the conflict scale. While it would be hard to call these families "healthy", it is clear that they cope well and are well adapted to an environment which demands a lack of expression of internal conflict and of individual expressiveness. Generally speaking, an Army community generates just such an environment. Four of the interviewed families in this study fit under this subcluster. These families were all successful, based on our pre-established criteria. This style, which we will term "superficial adjusters", appears to function well in the Army too, and seems very recognizable within Army families.

More needs to be said about this type of sub-cluster and the Personal Growth Dimensions. These families appear to be archetypical Army families. Why is this? Despite the advertisements, personal growth in the Army is limited to "being all that you can be", as long as that means being a better soldier. For example, soldiers are told that they can get a college degree while in the Army but find it difficult to attend class when they are in the field three and four weeks at a time. Others train to learn particular skills and then either can't be assigned in this skill or find that their promotions are blocked because their speciality is "over strength". Meanwhile, few soldiers see any future benefit (vis a vis the civilian employment sector) to be derived from being an Abrams tank driver or a

regular infantry soldier. Apathetic-independence families
fit into this scenario well. They are generally agreeable
to and accepting of the constraints which are placed around
them, and in return, they don't put many demands on the
system.

The second cluster is Achievement-Orientation.
Families that fit under its first subcluster, achievement-
via-independence, have a high scores on the achievement-
orientation scale and moderate scores on the independence
scale. While only one of the sample families fit under this
subcluster, families organized like this would function well
in the Army as long as they perceive the Army system as
"know-able" and "conquer-able". In other words, they
believe that there are rewards to be had within the system
itself and that these rewards are not out of the reach of
those who work hard to achieve them. The particular family
interviewed was a strong family that knew what it wanted,
and worked within and with the system to get there.

The second subcluster is achievement-via-conformity.
Families that fit under this subcluster have high scores on
the achievement-orientation scale coupled with extremely low
scores on independence. On the FES, the opposite of
independence is conformity, which is, in fact, one of the
outstanding characteristics of the military as an
institution. From haircut to bootshine, from forms of

address to behaviors of respect, the outward appearance of each soldier is very similar and conforming. The system itself can be particularly punitive for those who fail to conform to its norms.

While only one spouse of one of the sample families fit under this subcluster, families organized like this should function well in the Army. The particular spouse interviewed knew what he wanted, and he worked outside, not with or inside the system [manipulator], to get there.

The third cluster is Moral/Religious-Orientation. Families that fit under its subclusters of unstructured and moral-religious are differentiated on the degree of structure, organization, and control. Both these types demonstrate moderate cohesion coupled with low expressiveness and conflict. While only one of the interviewed families fit under one of these subclusters, it appears that families who fit either of these two subclusters would function well in the Army, since their major emphasis is in "higher ideals" and in "the greater good".

The next major organization of family environment clusters is personal relationships. This is divided into two clusters. Its first cluster is Expression-Orientation. These families are marked by high scores on expressiveness coupled with moderate scores on cohesion and conflict and

low scores on organization and control. Three of the sample
families fit under this heading. It appears that families
who fit under this subcluster can also function well in the
Army. All three of the sample families seemed to view the
Army as a means to an end, whereas they appeared to have
less control of their lives and let the system manipulate
them at will; for them, the situation is temporary and
therefore manageable.

The second cluster under personal relationships is
Conflict-Orientation. These families are marked by high
scores on conflict. This cluster is broken into three
subclusters. The first two, unstructured conflict and
structured conflict-orientation, are differentiated by the
amount of organization and control in the family
environment. It is not surprising that no sample families
fit under these two subclusters since the Army's tolerance
for conflict either within the system or overtly displayed
within the family is extremely low.

First, soldiers in conflict with the Army do not, in
peacetime, achieve much rank and are unlikely to try to
master a system with which they are continually at odds.
Similarly, families with high degrees of internal conflict
are unlikely to flourish in a system which views such
behavior as something which needs treatment. Finally, for
the purpose of this study, it is also probable that families

with a high degree of internal conflict (which has not yet manifested itself publically) are families who would refuse to be interviewed.

The third subcluster under personal relationships, expressive conflict-orientation, is different. Families that fit under this category, while having high scores on conflict, have moderate scores on cohesion and expressiveness coupled with high scores on some of the personal growth dimensions. Their conflict occurs within a reasonably structured and controlled environment. Two of the sample families fit under this category. Families who fit under this grouping most likely can function in the Army system since the expression of conflict is fully under control and in fact appears to produce further or better adaptation to the system.

The last major organization of family environment clusters is Structure-Orientation. These families organize under the Systems-Maintenance Dimensions, and place an above average emphasis on organization and control. The majority of the sample, six families, fit under this category. It would appear that these type families function well in the Army, when it is considered as a total institution (Goffman, 1961).

It is very interesting to note the cluster differences between Moos's sample of 100 families and the sample

families from this research. While this is not a random sample of Army families, and no claim is made that families in this research are statistically representative of Army families, the differences in percentages of cluster types is striking. In summary, these differences are listed in Table 21.

Table 21

Comparisons of Family Cluster Distributions

|  | Moos % | Army Sample% |
|---|---|---|
| Personal Growth Dimensions: | (54%) | (39%) |
| 1. Independence-Oriented | (24%) | (25%) |
|    a. expressive-independence | 11% | 3% |
|    b. structured-independence | 10% | 0% |
|    c. apathetic-independence | 3% | 22% |
| 2. Achievement-Oriented | (19%) | (8%) |
|    a. achievement-via-independence | 12% | 6% |
|    b. achievement-via-conformity | 7% | 3% |
| 3. Moral/Religious-Oriented | (11%) | (6%) |
|    a. Unstructured moral-religious | 4% | 0% |
|    b. Structured moral-religious | 7% | 6% |
| Relationship Dimensions: | (38%) | (28%) |
| 4. Expression-Oriented | 9% | 17% |
| 5. Conflict-Oriented | (29%) | (0%) |
|    a. Unstructured conflict-oriented | 11% | 0% |
|    b. Structured conflict-oriented | 15% | 0% |
|    c. Expressive conflict-oriented | 3% | 11% |
| Systems-Maintenance Dimensions: | (8%) | (33%) |
| 6. Structure-Oriented | 8% | 33% |

(Numbers in (%) are category totals)

Army families are significantly under-represented in the Personal Growth and Relationship Clusters and over-

represented in the Systems-Maintenance Cluster. The sample, when compared to Moos's study, is probably skewed by age. Army families, by their nature, are young. This would lead to differences in the family life-cycle stages; but, this is not enough to explain all the differences.

The Army families' average FES subscale scores, in general, are well within one standard deviation above or below the mean. This little difference, in a broad sense, seems to indicate that these sample families are fairly representative to families in general. This might indicate that these differences exist, not because of a skewed sample of Army families, but because Army families use specific coping styles. These scores are listed in Table 22.

In addition, the average family incongruence score, which measures the level of agreement among spouses as to the environment of the family, is exactly at the mean. The researcher's average incongruence score, which measures the level of agreement between the family and the researcher as to the environment of the family, is 51, only .1 standard deviation above the mean.

Table 22

Average Sample Army Family FES Scores

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Cohesion - 52
Expressiveness - 55
Conflict - 46
Independence - 48
Achievement Orientation - 48
Intellectual-Cultural Orientation - 53
Active-Recreational Orientation - 47
Moral-Religious Emphasis - 56
Organization - 53
Control - 55

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Family Incongruence Score - 50
Researcher Incongruence Score - 51

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These average subscale scores appear beneficial for Army families. On the whole, they have above average scores on the relationship dimensions of cohesion and expressiveness, the systems maintenance dimensions of organization and control, and two of the personal growth dimensions. Conflict is below average. A family with the above scores would be classified as structure-oriented.

At the beginning of this research, we looked at coping as our major variable of healthy families. There is more to being in a healthy family than being in a potentially healthy cluster. For example, while it appears that Structure-Oriented families would be ideal for the Army, in Moos's cluster analysis of the 100 families, the highest percentage of families with a clinical disturbed family

member also came from Structure-Oriented families.

Stinnett's six characteristics of strong families are an important theoretical construct which gives us clues about healthy Army families. Since the interviewed families, for the most part, exhibited these characteristics, this research will focus on the last characteristic, our research variable of coping. Moos's clusters will be used as a structure for a loose organization of this coping. We will discuss our sample families in the next chapter, Results and Conclusions.

CHAPTER VI.    RESULTS AND CONCLUSIONS

At the beginning of this research, we looked at coping as our major variable of healthy families. Eighteen Army families have been interviewed. We will now discuss the typology of their family coping styles. This refers to the ways they view their life in the Army and the ways they deal with the Army system and the ways they structure their environment. The major thesis has been that these families structure their environment to deal with the system.

For this, we have used Moos's (1976) cluster analysis of family environments. We have identified five distinct coping styles from our sample families. Each cluster type copes somewhat differently; they view and relate to the system differently; and, they form a sense of community differently.

Part of the problem, and confusion, with this research has been the different attitudes of families towards Army life. There were unseen variables operating in their choices: some families prefer to live in Army housing; other want to live off-post; some families like or accept mandatory social events; others don't and/or won't. These wide ranges of likes and dislikes seemed to be too random to make sense. Grouping these families under Moos's family environment clusters supplies some order to what appears to be whimsical preferences and attitudes. It becomes, in fact, the framework for beginning this analysis.

We have asked: "What can the Army do to help families?" There seems to be no easy, clearcut answer to this question if families view and deal with the Army system differently. Their coping styles are dependent on how they view the Army system. For example, the Apathetic-Independent types see an amorphous structure. The Independents see a system they have to learn and master. So, it reasons that Army programs trying to meet the multitude of needs on which such views are predicated are de facto required to be "all things to all people", and hence doomed to failure. Such a negative view, however, can be ameliorated by a clearer understanding of what, precisely, families mean when they say "I need".

Families can be categorized into groups, such as "skimmers", "joiners", "structure feed-back loop types", "manipulators", "means to an end", "end goal", etc. We will discuss our sample families in major groups, categorized by Moos's family environment clusters. These families were originally grouped by their FES scores, but they can be grouped by what they said in their interviews. These clusters are:


1. Apathetic-Independence Families (Burke, Kingsly, Bridgeton, Mack)

Four of our families fit under the Apathetic-

Independence Cluster. In fact, they were our second largest group of families, and are presented first. These families are marked by low cohesion with each other and similarly low expressiveness, as measured by the FES. They also generally score low on all the other environment scales, including conflict. These families see the Army as an amorphous structure and they also have a very narrow view of their place in the system. We will look at an outline of their style and their interviews.

A. Goals (includes wants):

These families want the necessities of life provided without much effort or anxiety on their part.

B. Organization (includes structure):

These families see the Army organization as an amorphous structure, which they don't know how to enter.

C. Management (includes control):

These families have developed a totally superficial coping style where they use lots of diversions. They are a prototype of Army families.

D. System (includes view of the community):

Contemplation of their place in the system is unknown to

them.  They have a very narrow world view.

- Burke Family (Peter & Carla)

Peter Burke is a Major (O-4) who has been in the Army
for 21 years, and is retiring from it within three months.
Peter is a staff officer in personnel, and has held his
current job for three years.  After Peter finished college,
he worked in a management trainee program.  He received his
draft notice, and he enlisted in the Army under the
College/Officer Candidate School (OCS) program.  His company
encouraged him to do this; they said they would get back a
better employee after Peter became an officer.  Both Peter
and Carla li'ed the Army, so Peter decided to stay in beyond
his three year commitment.

Carla is a housewife and does not work outside of the
home.  She makes craft items to sell at the Officers' Wives
bazaars.  She and Peter have been married for 25 years.
They have three children, ages 18, 14, and 10.

They live in a four bedroom, 3rd floor Army stairwell
apartment in the Heidelberg Military Community.  They have
been in Germany for three years, and this is their second
tour there.  In their 21 year shared military career, they
have moved eight times.  Three of those moves were overseas,
two to Germany, and one for Peter to Viet Nam.  They plan to
move to Texas when Peter retires in three months.

- Kingsly Family   (Ron & Susan)

Ron Kingsly is a Sergeant-Major (E-9) who has been in the Army for 24 years.  He works in the personnel field. His two older brothers and one brother-in-law had been in the Army, and had influenced him to join.  He joined to "get it over with" and avoid the draft, but he found he liked it, so he has stayed in the Army.  He has just made the top enlisted rank, as he was promoted two months earlier.  He is 42 years old.

Susan Kingsly works as a management assistant.  She had been in the Army when she married Ron, but due to the difficulties of being a dual Army career family, she did not reenlist after her last tour.

Susan and Ron Kingsly live in a stairwell apartment in on-post housing within the Heidelberg Military Community. They live in a fourth floor walk-up, two bedroom apartment. They have an eight year old  daughter.  This family has made six PCS moves in their 12 year shared Army career, with two of those moves being overseas.

- Bridgeton Family (Earl and Dawn)

Earl Bridgeton is a Warrant Officer (CW3) who has been in the Army for 15 years.  He is a technician.  He is 42 years old.

Dawn Bridgeton works as a clerk for the Army.  She is

39 years old. She has worked for the Army since they have been married. They have been married for 13 years, and have a 12 year old son. This is a second marriage for both of them.

The Bridgeton's live in a government leased townhouse located near Heidelberg, where they have been for one year. This family has moved four times in their 13 year shared military career. This is their first overseas tour, and they do not like it.

- Mack Family (Bob and Gayle)

Bob Mack is a lieutenant colonel (O-5) who has been in the Army for a total of 18 years. He works at a staff job where he has been for the last two years. He is 46 years old. Gayle Mack works as a medical clerk. She was also 46.

The Mack's live in a duplex in a field grade officer housing area on Ft. Sheridan. Bob and Gayle met while in college, and married when they graduated. He was in an ROTC program and received a commission as a 2nd Lieutenant. Neither one of them came from a military family. She said that military life had no surprises, except field duty when Bob was away. He said that they had to "learn the traditions". Bob and Gayle have two children, a 19 year old daughter in college and a 21 year old son in the Air Force in Germany. The Mack's have made 13 moves in an 18 year

Army career. Three of those moves were overseas; one of those was an unaccompanied tour to Korea for Bob.

GOALS:

These families want the necessities of life provided without much effort or anxiety. Both the Burke's said they were easy to please. When asked to discuss problems they had as an Army family, they said they couldn't think of anything. As they talked, some issues came out. They do not particularly like living in their stairwell apartment, but they said it had some advantages. They knew their neighbors. The housing area is convenient for work and school, so they were content to live there. As to social life, Carla Burke said the Army had forced a social life on them, especially early in Peter's career. Coffees and welcomes were more or less mandatory, but they prepared you more. What they are saying is that the Army has provided the things they want. They have not had to make friends, their friends are provided in the stairwell. They don't exactly like where they live, but the Army has provided them some convenience. The Army provides them their social group (neighbors/mandatory functions).

When the Mack's were asked what they wanted from the Army, Gayle said that there was an instant social life on an Army Post that was not there in the civilian community. It

is harder to meet people in the civilian community. Wives
had to be independent; they had to swim or sink, especially
during separation. Wives either have to be independent, or
have someone to take care of them. One thing Gayle liked
during hardship tours, such as when her husband went to
Korea alone, was that she could stay in quarters. Her
neighbors understood, and the commanders were responsible to
look after her. Gayle did not see the contradiction in her
statements, that wives needed to be independent, but that
commanders were responsible to look after her.

STRUCTURE:

These families see the Army system as an amorphous
structure. They don't know how to enter it, so they make a
diversion. Carla Burke, discussing some problems she had
with the Army, said she would like to know who had the
information and who should she complain to. She related
several stories about problems that she could not get
solved. While these problems might seem minor (her curtains
and her stove), they illustrate an important point in this
family's view of the Army structure. Peter Burke said that
there was this marshmallow out there called "Housing", and
nobody was in charge. In addition, Housing was not the only
marshmallow; there was a "Medical" marshmallow; a
"Movements" marshmallow, etc. Peter equated these systems

to a huge marshmallow: you could push on it and it gave;
but it bulged somewhere else; and you didn't push on
anything solid; it sprang right back.

This family does not see any place in that marshmallow
they can approach to get what they want. Consequently, they
have developed a totally superficial coping style. They use
a lot of diversions, such as crafts, kids, and camping.
They are a prototypical Army family, "surface skimmers".
This family wants the the necessities of life provided
without much effort or anxiety. They have probably stayed
in the Army for this reason.


SYSTEM:

In addition, these families do not dwell on their place
in the Army system, since as a system, it is unknown to
them. They have a very narrow world view of life in the
Army. When the Burke's had trouble with something, they
went camping. This was how they were planning to retire;
they were going on a month long tour of Europe and then move
to Texas. They had no other plans, none for jobs, and none
for living arrangements. This coping style had been
successful in the Army; it might not work well in civilian
life.

When the Mack's were asked what could the Army system
could do for them and their community, Gayle Mack said:

"Well, they offer a lot. Many things." Bob said: "Use of these things are many times a function of location. Good planning is necessary to show and offer all the services available." These were non-answers, as this family had no idea what the Army could do.

Bob Mack said: "The military used to be a way of life. It used to be 24 hours a day, but it has turned casual, in fact too casual. People shun community involvement. The system was designed for families, but...". They bemoaned the community. They said they had neighborhood gatherings in their housing area when Rudy (now gone) organized them. This was one and one half years before. To them, the community seemed different. This family made no attempt to work with the system to improve their community. They just complained. They wanted things to come easy and without effort on their part.

The Bridgeton's reported that they wanted to go home. They don't like the food, the beer, the weather, or the people in Europe. They want to move back to South Carolina.

The Kingsly's did not have much to say. Ron Kingsly said that he worked his "butt off" to get where he was today. Susan had worked at various jobs. He liked to go to the "club", and she liked to "Volksmarch".

These families were similar in many ways. The husbands had been very successful in the Army, but nothing was really

going on in their families.

2.  Expression-Oriented Families (Wallin, Arnold, Warner).

Three of our families fit under the Expression-Oriented
Cluster.  These families are marked by high scores on
expressiveness coupled with moderate scores on cohesion and
conflict and low scores on organization and control.  All
three of the sample families viewed the Army as a means to
an end, whereas they appeared to have less control of their
lives and let the system manipulate them at will.  For them,
the situation is temporary and therefore manageable.  We
will look at an outline of interviews and we will examine
their coping style.

A.  Goals (includes wants):
These families see the Army as a means to an end goal.  The
Army provides those things that they want.  They will work
hard as soldiers to reap the rewards, such as health
benefits, retirement, education, and housing.

B.  Organization (includes structure):
These families put little emphasis on structure.  For them,
the situation is temporary, therefore manageable.  They will
do what they need to do to reap their rewards.

C.  Management (includes control):

These families have less control over their lives.  The

system manipulates them, almost at will.  This is easy to

understand, since t.ese families see their current situation

as temporary, and they are willing to cooperate/endure to

meet their end goals.


D.  System (includes view of community):

These families see a system in the Army, where they are

players that have little control over what happens to them.

They go along; things just happen to them.


— Wallin Family (Carl & Judy)

Carl Wallin is a Staff Sergeant (E-6) who has been in

the Army for 17 years, working as a telephone repairman.

Originally from the upper peninsula of Michigan, where jobs

were scarce, he joined the Army when he was 20.  Four years

later when he was stationed in Germany, he met Judy, a

Canadian tourist on vacation in Denmark.  They married in

Canada after Carl rotated back to the States about six

months later.  Judy reported that they never really

discussed Carl staying in the Army when they got married.

Judy currently works as a contract librarian for the

Army, her first job since her marriage.  Previously, she had

been a housewife, taking care of their three children.  At

the time of the interview, the children were 12, 7, and 4 years old.

The Wallin's live in a three bedroom townhouse in a NCO housing section on Ft. Sheridan, where they have lived for five years. Since both of them could walk to work, their one car was sufficient. The two older children were bused to school in the nearby civilian community, and the youngest child attended preschool on the post. In their 13 year shared military career, this family has moved four times, and half of those moves have been overseas. Carl was currently on orders for a one year unaccompanied tour in Korea.

- Arnold Family (Jack & Betty)

Jack Arnold is a Warrant Officer (WO-2) who has been in the Army for a total of 13 years. He is currently in charge of a personnel office. He had been in the Army for three years, but got out after his term of enlistment. Five years later, he married Betty. A year after that, looking for a job, he rejoined the Army.

Betty Arnold is a housewife and takes care of their two children, ages 11 and 8. The Arnold's have been married 11 years. At the time of the interview, Jack was 38, and Betty was 37 years old. They reported they had never considered military life before Jack reenlisted in the Army.

The Arnold's live in a three bedroom townhouse in a junior officer housing area on Ft. Sheridan, where they have lived for three years. Their two children are bused to school in the nearby civilian community. In their 10 year shared military career, this family has moved five times. Two of those moves have been overseas; they had moved to Germany once; and Jack went unaccompanied to Korea once.

- Warner Family (Billy & Susie)

Billy Warner is Staff Sergeant (E-6) who has been in the Army for a total of seven years. He works as a nuclear, biological, and chemical (NBC) warfare specialist for a transportation company and as the platoon sergeant for his platoon. He has been in the Army for four years this tour. In 1975, he enlisted in the Army for three years so that he would be eligible for the GI Bill education benefits. He made the rank of Specialist 4 (E-4) and served his three years in Holland. When he got out, he returned home and attended night school while working as a mechanic during the day, earning an associate degree in machine and tool making. He married Susie, a woman he had know in high school. She had been divorced twice, and had four children, ages 11, 8, 6, and 4. When he and Susie married, they decided he should go back into the Army, as they wanted the benefits of the military system, especially the health care for the family

and the retirement program.

Billy and Susie Warner have lived for six months in a four bedroom stairwell apartment near the Heidelberg Military Community, Federal Republic of Germany. In their four year military career, they have moved three times. One of these moves has been overseas, to their current assignment in Germany. In fact, Billy reenlisted in the Army his third time so as to come to Germany.

Susie does not work outside of the home. She has been looking for a job since they arrived in Germany, but hasn't found one yet. They only have one car, so transportation would be a problem if she found a job. Day care for the children was another problem.

-GOALS:

These families see the Army as a means to an end goal. The Army provides those things that they want, and they will work hard as soldiers to reap these rewards, such as health, retirement, and education benefits, and living quarters.

All three of these soldiers joined the Army for a job and its benefits. In fact, two of the soldiers had been out of the Army for six years but rejoined to get these things. As an example, the Warner's said that what they wanted from the Army was: education benefits, good health and health care, and nice quarters. They clearly saw the Army as a

means which provided these things.

Jack Arnold originally joined the Army looking for a job. He rejoined it, after his marriage, for the job and for the benefits. The Army had supplied many of his goals. He received all of his education, from high school to near completion of a master's degree, while in the Army. He felt the Army had really helped him.

The Warner's even reported that they lived better in Europe than in the States. They could occasionally afford to buy steaks in the commissary, as the price for meat is much lower than in the States. Billy Warner reenlisted in the Army to come to Germany, and this was one of his reasons.

When the Wallin's were asked what they wanted from the Army, they responded with: give us more support when we are separated; give us more compassion; give us better medical and dental benefits; stop eroding our benefits; and help us when we move. This is a list of goals they want the Army to supply. What is ironic about their list is that they want the Army to provide support for two things that are inherent in Army life, namely separation and mobility.

The Arnold's reported that, besides the job, they wanted the sense of community the Army provided them. They felt they could rely socially and physically on their military housing neighbors. The Army supplied one of their

goals, community roots, even though it was temporary.

STRUCTURE:

These families' organization style places little emphasis on structure. They will do what they need to do to reap their rewards, as situations are temporary, and therefore manageable. These families take things in stride. When taking about being at their current assignment for five years, the Wallin's said: "If only we knew we were going to be here that long, we would have bought a house." As it was, their thinking was they would be there so short a time that it would not pay to get a house, and family quarters would be best. This coping strategy, of living in family quarters, illustrates some of the features of this coping style. They see things as temporary, and they don't feel they have much control over what happens to them.

They also don't feel that anything bad will happen to them; they wait for the system to dictate what will happen. Even though they lived in family quarters because they felt they would not stay in the area a long time, they did not have a transient mentality. Judy Wallin even stated: "We do not have a transient feeling." They spent considerable time and trouble fixing up their townhouse. Carl had sought and received permission (sometimes difficult to accomplish) to put up a shed, fence, and rock garden on his property.

He needed the housing engineers' permission so that he didn't have to remove all these improvements when they finally did move.

These families do not think much of the formal structure of the Army. For example, Jack and Betty had trouble adjusting to being an officer family. Both of them reported they lost friends and acquaintances when Jack became a warrant officer. They liked the informal structures in their neighborhood. They made many of their friends through their children. Betty was a member of the informal babysitting network. The Officers' Wives Club (OWC) came over, but she would have nothing to do with them. For the Arnold's, the goal for them was the sense of belonging in the community. The formal structures of the Army did not do that for them.

MANAGEMENT/AUTONOMY:

These families feel they have less control over their lives. The system manipulates them, almost at will. This is easy to understand, since these families see their current situation as temporary. They are willing to cooperate/endure to meet their end goal. An interesting point is these families are very tolerant of what happens to them. Judy Wallin reported that they never discussed Carl's staying in the Army. It just happened. He had originally

joined to get a job. He was just keeping on with it, till retirement. They might not like a certain thing or place, but they saw the situation as temporary. Judy said: "Bad points are not forever in the military".

For example, Carl Wallin had not been getting along with his commander, so he asked to be transferred out. He was given aptitude tests, and was selected for Radio and Television Announcer School. However, he could not pass the hearing test required for the school, so he was profiled (medically identified) out of that MOS. Because of this profile, he was not allowed to go back to his prior work of telephone repair. The Army then sent him to what they thought was a good alternative school for his creative abilities, Journalism School. This was a poor choice for Carl, as writing was not one of his creative talents, and he flunked the school. As a result of this, he was put on orders to Korea as a supply sergeant. He was trying to go to Supply School before he was sent to Korea, as he had never worked in supply before. Carl's misadventures with his Army jobs would frustrate most people, but he and Judy took it all in stride. Carl got out of a difficult situation with the supervisor he didn't like, and even though he was being sent to Korea to do a job he had no training in, this was just a change for him.

The Warner's had a similar experience. Billy reenlisted

in the Army with the plan of arriving in Germany during the summer of 1986. Since the Army delayed the rotation of most soldiers until after October 1 so as to push travel costs into the next fiscal year, they arrived in November. They were not pleased with this delay, for it disrupted their children's school year, and Billy's assigned unit no longer needed him. He had to find another assignment. He did, but when he arrived at the airport in Germany, with his wife, four children, 12 suitcases, and six carry on bags, no one was there to meet them. It took two days for his new unit to provide them transportation. Later, his new unit told him his paperwork was involved in a "slippage". This was worth a hearty laugh.

As a further example of their lack of control, these families said they never know when they are going to do things. Events are planned at the last minute, spur of the moment. For them, the Army has changed their plans so many times, they grab opportunities to go places or do things. They do not have enough control to make too many long range plans, so they are flexible in their plans. This fits their views of the temporary nature of things.


SYSTEM:

The view which these families have of the Army system also illustrates their particular coping style. They see a

system in the Army, but the system appears to be independent of the people who function within it. They see themselves as players in that system, but players with little power to influence the system and even smaller amounts of control over what happens to them. They go along; things just happen. Generally speaking, they don't think much of the system, and they enjoy complaining about it. On the other hand, they truly value the other players in the system like themselves. These families are saved from a "victim" mentality only by the fact that they truly enjoy the variations and do not, in fact, perceive themselves to be victimized.

When talking about their Army community, Judy said: "The Army is our family, we will be welcomed, we have the same problems, we will be sharing common complaints, common concerns, common feelings". Carl called this three shared circles: complaints, concerns, feelings. Judy went on to say: "We are like cogs, not the big green machine. It is not the Army taking care of its own, but the cogs taking care of each other".

These families have a poor opinion of the Army organizations which are service oriented for families, such as Army Emergency Relief. They said that the Army itself takes care of each other, like the guy with the broken car being helped by his neighbors, policies that some commanders

implement, or esprit de corps among people at work.

Jack Arnold gave, what appears to be conflicting views, that the Army should take care of its own, but that it was the families' "personal responsibility" to be competent. Jack said:  "Neighborhoods, or the Army, or the social services become the scapegoats, but the responsibilities are on the family to take on their roles.  The services are there in the Army, but you have to use them."  Jack thought that the Army should offer Town Hall Meetings and Welcome Wagons and Wives Groups to families, but the families should not have to use them.  He said the Army is not suppose to feed you.  It gives you a paycheck; you are suppose to feed yourself.  The Arnold's once wanted to see a marriage counselor, but had to wait two months to get an appointment. They thought the Army should have more personal counselors. They wanted this as a voluntary service, something they could choose to use, but not have to use, and something that the Army would not expect them to use.  Their reasoning seems confused, for they did not see these services as "feeding" them.  This line of reasoning illustrates one of their attempts to gain some control over their lives.  They want the services available but not mandatory.  They place a high value on personal responsibility.

Jack went on to state that his job as a warrant officer was to build personal responsibility in himself and his

... ... that people should be held

... ... and be reinforced their

... Army, they felt what he wanted, his

... ... ... has been himself.

... ... the analysis of these type families,

... ... they complain, but are not

... ... the perception/autonomy to

... ... maximize the advantages of the

... ... Army Life. And, they are workers

... ... ... and followers.


... ... Families (Sanders, Smith).

... ... the Expressive-Conflict

... ... group. While these families

... ... they have moderate scores on

... ... scores on

... ... families fight with each

... ... controlled way. Their

... ... structured and

... ... system of conflict appears

... ... ... to the system for

... ... their style and their

A. Goals (includes wants):

These families believe the Army can provide things, but will probably have to be forced to do its job.


B. Organization (includes structure):

These families believe there is an Army structure, but it can be callous and uncaring if they allow it to be.


C. Management (includes control):

They families aggressively push for control of their lives.


D. System (includes view of community):

These families see themselves fighting the system for their rights. They might be loyal soldiers, but they see themselves having to fight for their benefits. The system is seen as needing to be pushed in order to work.


- Smith Family (Bill & Ann)

Bill Smith is a Lieutenant Colonel (0-5) who has been in the Army for 19 years. He is an infantry officer, but works in an administrative position which requires him to travel frequently. Bill said that he likes the Army, but if he found a good job in Germany, he would retire to take it. Bill received his commission from an ROTC program in college. He is 40 years old.

Ann Smith works as a management analyst for the Army. She has worked in several jobs for the government, from being a contracted basic skills teacher in education centers to being a management analyst. Ann and Bill met while in college, and have been married for 19 years. They have three girls, ages 18, 16, and 14. In their 19 year shared Army career, they have moved 13 times. Three of those moves were overseas, two to Germany for the whole family, and one to Viet Nam for Bill. Their last move was to Heidelberg, where they have been for three years. They are Black.

Bill and Ann live in a four bedroom rented townhouse in a small town near Heidelberg, where they have lived for one year. Prior to that, they lived in a stairwell apartment in a Heidelberg Military Community housing area, but had to move out when Bill changed jobs to a different military community. They reported that they liked living on the German economy. They found the Germans always friendly, and they are glad they had to move out of the stairwells.

- Sanders Family (Tim & Eva)

Tim Sanders is a Lieutenant Colonel (O-5) who has been in the Marine Corps for 22 years. Tim was an infantry officer, but he has been working in a staff job on an Army post for the last two years. He is 41 years old.

Eva Sanders is a housewife. She and Tim have been

married for 14 years, and they have three boys, ages 12, 11,
and 8. The Sanders's live on the second floor of an old
historic house on Ft. Sheridan, where they have been for 2
years. In their 14 year shared military career, this family
has moved 7 times. One of those moves was overseas for Tim,
when he served in Viet Nam.

GOALS:

These families exhibited a large amount of conflict,
but it appears they have been able to channel it into
productive outlets. These families believe the Army can
provide things, but will probably have to be forced to do
its job.

STRUCTURE/MANAGEMENT/SYSTEM:

These families believe there is an Army structure, but
it can be callous and uncaring if they allow it to be. For
example, Ann Smith found it very hard to find her current
job, as the civilian personnel office (CPO) lost her
paperwork which resulted in a delay in rating and referring
her. She reported that she got so tired of fighting with
the CPO that one day she got "crazy" and went there and told
the head of recruitment that his organization obviously
needed volunteers to help find lost items such as her
paperwork, and since she did not have a job, she was going

to volunteer her time, everyday. That was on a Friday. On Monday, her paperwork was found, she was rated, and she was given the job referral to her current job.

Tim Sanders gave an example of conflict he had with the Army, and his solution. When he was assigned to the Army post, he was told how many pounds of household goods he was allowed to bring with. When he arrived, he was given a smaller house than he was authorized. He found a place on post to put his goods in storage while he waited for bigger quarters, as he was authorized larger, better quarters. After a year, a person from housing called him and told him he would have to move his stored household goods, as they needed the space for something else. He said: "Okay, where to?" The person said: "That's your problem." Tim called the post commander and told him the story and said that he was going to move his household goods to his front lawn, and then call the Chicago Tribune and CBS News and ask them to come to his house to listen to his story. Two days later, Tim was moved to larger, better quarters. Both of these families repeated these stories with pride.

These families had an adversary relationship with the Army. When asked what he thought the Army owed families, Bill Smith replied that the Army should not be the great all protector for all people. He said that there were plenty of services available for families, the trouble is that it is

hard to make many of them work. "When something doesn't work, the Army likes to create a new system or rename an old system. Then we have two systems that don't work. What we need to do is to make the original system work."

These families see themselves fighting the system for their rights. They might be loyal soldiers, but they see themselves having to fight for their benefits. The system is seen as needing to be pushed in order to work.

For example, the Smith's were having trouble with one of their children. They wanted her to see a child psychiatrist, but were told they would have to wait for two months. Bill did not get what he wanted from the psychiatric department of the hospital, but said that he has learned how to work the system. He went up the chain of command to the commander of the department, for he said that every boss had a boss. He saw the right person who gave him what he wanted. This person outranked him, but Bill did not care.

This led to a discussion of who is responsible for who in an Army family. Ann Smith was mad that the Army came down hard on Bill for their daughter's behavior and basically accused them of being a "bad" family. They were told: "Control this child!" Ann wanted her daughter to be responsible for her behavior, not Bill. She felt that the Army was being too paternalistic in not helping people

develop individual responsibilities.

In addition, Ann did not like to be considered a "military dependent", where she could not own a car, get a driver's license, or even be responsible for her own parking tickets. All these functions, and more, were the responsibility of the military sponsor.

Bill Smith, on the other hand, said that while he could understand Ann's point of view, stated that in the Army, a leader is responsible for what his men do. When a soldier messes up, his commander is called in and told to straighten the soldier out. Bill stated that the Army has carried this concept over into the family.

Ann Smith stated that she did not belong to any of the wives' groups. She did not like the fact that her husband was her sponsor and that she ceased to be an adult when she became an Army wife. She said that she got involved in enough activities that allowed her to keep her identity and self esteem, and she did not like the wives groups because status and rank were so important. They discussed "mandatory" social obligations. Bill felt strongly that he owed it to the system to participate. He has always joined the clubs, even though he doesn't like them. Ann, on the other hand, now refuses to participate in any such activity if she wants to. They have worked this out between themselves. Bill sometimes goes to these functions alone.

Tim Sanders talked about pride. He said that he was the only one who shoveled his walk (he lived with Army Colonels and LTC's around him). He said you have to have pride in what you are doing, pride in your kids, in your home, in your family. He said you can't pick good people, you have to mold good people.

Tim and Eva did not participate in any formal post activities either. They did participate in office activities. They did not consider these things as formal. They were very close to the office staff. Tim was the boss in his section. He helped his people. Most of his staff were Army personnel.

Tim had a comparatively easy job. He was home every night; he did not work hard. Both Tim and Eva needed to adjust to this, because before, Tim had spent little time at home. They said that to cope as a family, you need: a sense of humor; time to do things together; time to do things alone; and time to take breaks.

The Sanders's had high scores on conflict and expressiveness. It was as if this conflict had been channeled into something more adaptable, such as pride, assertiveness, aggression, and energy. This family, when retired, will have to learn to keep this high conflict channeled into acceptable outlets.

4.  Individual Personal Growth Dimension Families (Strum, Brown, Carlson).

The three individual personal growth dimension families, for the purpose of this research, have been combined here.  While each of these families are from individual clusters, they are, in many ways, more alike than different in the sense they organize under the Personal Growth Dimensions.  They all believe in an Army system, but feel they are separate from it.  Their beliefs, in general, are quite different from that of structure-oriented families.  These families, in general, place low or average emphasis on structure.  They believe more in their personal growth efforts to deal with situations.  They believe there is a system they can gain command of and become adept in through their own personal development.  What separates these families from each other are their views of the Army system.  We will look at an outline of each family's coping style and interview.

A.  Goals (includes wants):

These families see the Army as providing rewards.  They feel they have to learn and master some skill, based on personal growth, to get these rewards.

B. Organization (includes structure):

These families, in general, place low or average emphasis on
structure. They believe more in their personal growth
efforts to deal with situations.

C. Management (includes control):

These families have fairly strong control over their lives.
They work hard.

D. System (includes view of community):

The difference between families in this group is how they
work with the system. One of the families thinks the system
works for them, and they manipulate it. Another family
works with and within the system, while the third family
works with, but along side of the system.

— Brown Family (Larry and Betty) (Achievement-via-
Independence)

Larry Brown is a Black Sergeant Major (E-9) who has been
in the Army for 26 years. His field was infantry, and he
has held the top enlisted rank for eight years. His current
job is working with the State National Guard as the senior
enlisted advisor. Larry likes the Army, and is working on
his masters degree, planning for his retirement in four
years. He was 48 at the time of the interview.

Betty is a housewife, who was 60 years old at the time of the interview. She married Larry while he was already in the Army, and she likes the Army. They have been married for twenty years, and have a 17 year old daughter. They live in their own home in the western suburbs of Chicago.

As an example of the Brown's coping style, they said that a healthy military family keeps busy - with clubs, bowling, their own entertainment, friends. This was the first time they had lived in a civilian community since they had been married. They had been there five years, but did not really like it there. The neighbors were not very friendly, but Betty has been trying to organize a block club. She felt that she has gained organizing skills because of her having lived on military bases.

They talked about life at a big Army base. When they moved in, people came around to help, and they were welcomed to the neighborhood. The civilian community does not do this; you have to find out things for yourself. They thought the reason was that in the military, people worked for the same company and shared the same goals, the same ethics. Further, the military has been a leader in racial integration. They thought that in their present civilian community, the work ethic was spread apart. There was no understanding, no goals. In the military community, there was one company. In the civilian community, there were many

companies.

They missed the programs offered on military bases.
Specifically, Larry said that the husband must explain
things to the wife, as many times the wife doesn't know how
the military system works.  The husband is the link with the
community services of the military, especially for those
soldiers who do not live on the post.  As a First Sergeant
and as a Sergeant Major, Larry has seen this problem time
and again.  If the husband doesn't help the wife to learn
the system, the family will be in trouble.  This is a
problem for non-coping families.  They are very isolated,
and they do not know how to tap the strength of the military
community.  They have to know how to master the system.
This is a clear example of their belief that the Army system
is know-able and conquer-able.

Achievement is a valued part of their coping style.
The Brown's said that for a family to survive, they must be
able to survive separately and they must communicate well.
Larry gave an example.  When he was a 1SG, when his unit was
in the field or on exercises, soldiers would come to him and
tell him that their wives asked them to come home because of
some problem.  He would have the Red Cross check on the
situation.  If the problem was emotional (and many of them
were), he felt if he let the soldier leave, he would be
compounding the problem.  He felt that the soldier/family

had to learn to survive alone and communicate together. This would only work if there was a social structure set up to help the family to survive. Some commands had it, some didn't. This was a crucial point.

Achievement-Independent families like the Brown's believe in a system where there are achievements to be mastered by their efforts in working with the system. These family members constantly challenged themselves to achieve, from Larry receiving his bachelors and masters degrees, to Betty integrating the local bowling league, to their daughter being accepted in an accelerated bachelors/medical school degree program. Larry followed this achievement goal throughout his military career and expected the same from his soldiers.

- Carlson Family (John and Lynn) (Structured Moral-Religious)

John Carlson is a Major (O-4) who has been in the Army for 17 years. He currently is assigned to a staff position; before that, he had been an infantry officer. He received his commission through an ROTC program while in college. John's father was a career Army officer, so he knew what Army life was going to be like. John was 40 years at the time of the interview.

Lynn was a housewife. She had met John while in

college. Her father was a career Army officer, so she knew
what Army life was going to be like too. They had just
purchased a house in northern Illinois six months ago. They
moved off post so they could start making the transition
from military to civilian life. In that time, they had
joined their new civilian community. They had three
children, ages 13, 12, and 8.

Family ties were very important for the Carlson's.
When they lived in Germany, John was in the field
frequently. Lynn had to do everything, and do it well.
They had all these brief separations. At first, when John
came home, the family would stop everything to be with Dad.
But after a few weeks of this, Lynn decided that the family
had to carry on with their own activities, and Dad would
have to "fit in". So everybody did their own thing, but as
a family. For example, they always eat together, and they
have a very warm ritual of holding hands around the table.
This is a very close family.

John Carlson believed in this principle for his troops.
When he was in charge of an ROTC program at a college in the
South, he organized classes for the women who were engaged
to or going to marry the ROTC men, so as to help prepare
these men and women for military life. The women liked it.
Down there, the people had extremely strong family ties, and
the separation that is a basic part of military life was

very difficult for them. The choice of career vs. family was a hard choice for them. The Carlson's felt this too. They expect the military community to help them deal with this stress.

John thinks that the economy has fractured the extended family, along with the general pressure of people "doing their own thing". These are large social pressures. He said: "It is not all there, the implied contract is not being honored in the military. There is a loss of community support, the sense of extended family, the military community is becoming like a civilian community."

Both John and Lynn thought that breaking into the civilian community was harder than joining a military community. They said a military community was easier to join, as military people knew what it was like to move into a new community, and were expected to help each other out when they moved.

They carried their skills to their new community. Lynn did a lot of volunteer work and was booked solid with activities when they lived on the Army post. When they moved, she quit all the groups, saying that she needed time off, plus they lived over 20 miles away from the fort. John said that within two months, she was booked up solid again. She did volunteer work with the church choir, scouts (two age groups), and the local community thrift shop.

Moral-religious families believe in a system, but they believe in "higher ideals" and "the greater good." The moral-religious family in this sample believed, at least in their current family life stage, that their family system was more important that the Army's system.

John is an interesting example of this principle. He worked hard in the military and always gave 100%, but he refused to take the Command and General Staff Officer Course through correspondence. He was willing to be assigned to Ft. Leavenworth to take the residential course, but felt that he could not desert his family to take the time (two years of evenings and weekends) to do the course by correspondence, even though he knew this might end his career at twenty years. He said: "If the Army wants to send me to the school at Ft. Leavenworth, I would gladly go. But I am not going to shortchange my family by taking this course through correspondence for two years. They have made enough sacrifices for me; I am not going to do that to them." John knew that by taking this course he would greatly improve his chances for promotion to LTC, and that his failure to take it would greatly improve his chances to be "passed over" for promotion. He was operating on the premise that the "greater good" was spending his free time in the next two years on his family instead of on the correspondence course. He was willing to pay that price.

He was passed over for promotion the second time, and plans to retire within three years. He said he won't be short (have a short timer's attitude) until he gets out, but he has started his transition to civilian life and a new career already. They bought a house in the civilian community for this reason. They wanted to get their roots set before John retired. He has been going to school and has been thinking of career choices.

- Strum Family (Paul and Anita) (Achievement-via-Conformity)

Paul Strum is a Sergeant (E-5), administration specialist, promotable, who has been in the Army for ten years. He had a five year break in service before he rejoined in 1979, when he was sent to Germany. Anita joined the Army, but got out after six years. Both of them were married to other people when they first arrived in Germany. Paul has two children from his first marriage, who live with their mother. Paul and Anita have two children together, a boy age 5 and a girl age 1. Anita works as a manager for the Army.

Anita and Paul live in a stairwell apartment in on-post housing within the Heidelberg Military Community. They live in a four bedroom apartment, and in addition they have signed for a two-room "maid's quarters" apartment in their building, where their hired nanny lives. They have never

made a permanent change of station (PCS) move in their Army or family careers. They have made one inter-theater transfer (ITT), and one change of quarters move for convenience.

The Strum's view the Army as a system that provides rewards. They do not see themselves in that system; they are manipulators working outside of it, manipulating it for the rewards.

This family is not especially interested in working in the community or in helping the system, but they have managed to take care of themselves in the Army bureaucracy. They like living in Germany, and have been able to stay there. Paul is guaranteed an assignment in Germany until 1991. Anita has a job that she normally would not be eligible to apply for. By their choice, they moved from one community to another on an ITT. They live in a four bedroom stairwell apartment, which they are entitled to only based on the possibility that his children from his first marriage might come to live with them. They have the convenience of a nanny, when many other families are paying more for less child care service.

How do they do this? Paul and Anita state: "You have to use the system or the system will use you." Paul is an administrative specialist, and Anita was an administrative specialist. Paul said: "You have to be familiar with the

system. The regulations are available to any soldier. You have to read them, talk to people, ask for assistance. If you do so, you can accomplish 99% of your goals."

Paul said that he learns his jobs well. He takes extra time and extra interest in his tasks. For example, he decided that life in Heidelberg would be better for his family than in Karlsruhe. He liked the community better. He searched around and found a job he wanted to do. He made several calls to friends and former supervisors and he was able to connect with a specific position. This is very unusual for a sergeant to be able to control his destiny; usually only senior people can pick jobs. Paul read the appropriate regulations, called the appropriate people, and did the appropriate things to get his current position.

Paul states: "You have to use the personal touch." He had made friends with his current Command Sergeant-Major (CSM), and he had him call the appropriate CSM for help in getting a larger stairwell apartment. Paul had read his regulations and had prepared his case. He got what he wanted. He says that he never takes "No" for an answer. He keeps working on his goals, but he does his homework first.

Paul told stories of seeing soldiers receiving orders to Ft. Polk, LA, a place they did not want to go. A soldier would run to his First Sergeant, commander, etc., to get out of his orders, but to no avail. The chain of command would

then say to the soldier: "We tried", when really what they meant was: "We listened to you". The soldier would then move to Ft. Polk, spending thousands of dollars out of his pocket, and then return to Germany 18 months later. Paul said he would have none of that. Once he came down on orders for Ft. Polk, he used his contacts and called around until he found the decision maker, the one person who could change his orders, who was an administrative specialist just like him, and convinced him to cancel those orders.

Anita said: "Either you work over the system, or the system will work you over." She said that soldiers and families don't ask enough questions. They don't know what they want to do. They have no idea what is out there. Anita said that one of the greatest sources of information for soldiers, and their families, if they choose to read it, is the Army Times.

They had a cynical discussion about the role of the Army in interfering in family life. Paul said that the MP's had the right to barge into his quarters any time they wanted to. He did not like that, and said that they should only be able to do that if they have probable cause, just as in the civilian world. They both said that the Army is trying to regulate other areas of private life, such as smoking, drinking, eating, and sex, with the Army extending beyond the bounds of being prepared for "readiness". They

definitely do not want to be manipulated by the system.

Paul said that soldiers think that if you send them to a social agency, you are punishing them. Part of his reason was in the way the Army sets goals to attack certain problems. For example, the Army has said: "Get the drinkers, get the queers, get the dopers, get the dummies, get the fatties." He doesn't see the Army as trying to help soldiers, but to get rid of them. The Army finds out about a problem a soldier has, and then gets rid of him. In addition, Paul saw decision making in the Army sometimes as: "If I do this, who am I going to piss off?" This doesn't lead to much esprit de corps. But it does lead to conformity, as conformity is a coping method to deal with these views of the Army.

These are serious charges, and this is a serious cynical attitude. When asked why they stay in, they said they liked the Army; they liked to complain about its shortcomings; they liked to do a good job.

Achievement-via-Conformity families believe in a system, but in a different way. They believe they are outside of the system and must manipulate it to get their rewards. They do not see themselves working with or within the system. This family type can best be called "manipulators". The husband in this family knew what he wanted, and he worked outside, not with or inside the

system, to get there. He was organized under the
Achievement-via-Conformity cluster. His spouse was
organized under a different subcluster, expressive-
independence. Because of this, this family had a very high
incongruence standard score of 80. However, it appears that
these two systems were compatible for them. Therefore, this
family was considered to best fit under the Achievement-via-
Conformity cluster. Both subclusters fit under the Personal
Growth Dimensions.

5.  Structure-Oriented Families (Long, Ronson, Tinley,
Spenser, Ryerson, Onley).

Six of our families fit under the Structure-Oriented
cluster. These families are organized under the systems-
maintenance dimensions, have above average scores on
organization and control, and therefore place high emphasis
on these two scales. This was the largest cluster group of
the Army family sample, and is presented last. We will look
at an outline of their style and their interviews.

A.  Goals (includes wants):

These families view the Army as the end goal. In other
words, the Army provides them with the things they want.
Since they are so involved with the system, the other
categories become goals too.

B.   Organization (includes structure):

These families view themselves in and of the structure of the Army   They work with and within the Army system.


C.   Management (includes control):

These families feel they have considerable control over their destiny.


D.   System (includes view of community):

These families see themselves as being a part of the system, and a part of the community, as they know it.


- Ryerson Family (John & Doris)

John Ryerson is a Warrant Officer (CW-3) who has been in the Army for 18 years, and he works as a computer specialist. He is 40 years old. He grew up in a career Army family, where he met Doris, who was living on the same Army base with her career Army family. After high school, they married; then he got drafted. After his two year obligated tour in the Army, he got out and worked at a bank. After two years of civilian life, he rejoined the Army.

Doris Ryerson works for the Army as the local community services director. She has almost 20 years of federal civil service, and has been working for the Army since before her marriage. They live in a three bedroom private rental house

in the Federal Republic of Germany. The Ryerson's have two children, ages 15 and 11. This family has moved 7 times in their 18 year shared military career, with four of those moves overseas, three to Germany for the whole family, and one unaccompanied tour for Frank in Viet Nam.

- Onley Family (Robert & Helga)

Robert Onley is a Sergeant First Class (E-7) who has been in the Army for 17 years, and he works as a microwave technician and supervisor. He originally joined the Army to avoid the draft and to receive specialized training. He discovered he liked the Army and has stayed. He met Helga, a German citizen, while he was stationed in Germany on his first tour. Robert was 34 years old at the time of the interview.

Helga works as a relocation manager for the local Army community. Previously, she has worked as a German language teacher. They have two children, ages 13 and 10. They live in their own three bedroom townhouse near Robert's unit in Germany. This family has moved seven times in their 15 year shared military career, with three of those moves being overseas for Robert, four being overseas for Helga.

- Spenser Family (Phil & Sandra)

Phil Spenser is a Master Sergeant (E-8) who has been in

the Army for 19 years, and works as an administrative specialist in a personnel office. He was originally drafted into the Army, but decided to stay. He was 38 years old at the time of the interview.

Sandra Spenser is a housewife. She met Phil while she was visiting her brother in the Army. They have been married 12 years, and she takes care of their three children, ages 10, 7, and 5 years old. The Spenser's live in a third floor, four bedroom stairwell apartment in the Heidelberg military community, where they have been for four years. The Spenser's have moved 4 times in their 12 year shared military career, with two of those moves overseas, one to Germany for the whole family, and one unaccompanied tour for Phil in Korea.

- Tinley Family (Gerry and Paula)

Gerry Tinley is a Sergeant-Major (E-9) who has been in the Army for 26 years. He is a medic, and currently holds an administrative position. He enlisted in the Army when he was 18 because he needed a job, and he wanted to get away from his hometown. Gerry was 45 years old at the time of the interview.

Paula is a supply clerk; she has worked for the Army since her marriage. She married Gerry when he returned from basic training. They have three children, ages 25, 24, and

21.   The Tinley's live in a government leased townhouse in
the Federal Republic of Germany.  The Tinley's have moved
seven times in their shared 26 year military career, with
five of those moves overseas, three of those being
unaccompanied (Viet Nam twice and Korea).

- Long Family (Ron and June)

Ron Long is a Staff Sergeant (E-6) who has been in the
Army for 12 years.  He works as a dental lab technician and
makes dentures, and has been in his present assignment for
three years.  Ron had prior military service when he was
drafted into the Marine Corps.  After he got out, he
returned home and married June, who he had known since high
school.  After a year, for economic reasons, he enlisted in
the Army.  Ron was 36 years old at the time of the
interview.

June Long works as a teacher, and has taught adult
basic skills education at several Army bases worldwide.
They live in a three bedroom townhouse in an enlisted
housing area on Ft. Sheridan.  The Long's have three
children, ages 11, 8, and 4 years old.  They have moved five
times in their shared 12 year military career, with two of
those moves overseas.

- Ronson Family (Ira and Joan)

Ira is a Major (O-4) who has been in the Marine Corps for 15 years. He is an infantry officer, but is currently assigned as a staff officer on an Army post. He received his commission in the Marines from a Reserve Officer's Training Corps (ROTC) program while in college. He was 37 years old at the time of the interview.

Joan Ronson is a housewife. She met Ira in college; they married at graduation. They live in their own home in northern Illinois, where they have been for one year. They have been married for 15 years, and they have four children, ages 13, 11, 9, and 7. The Ronson's have moved 12 times in their shared 15 year military career, with two of those moves being overseas.

GOALS:

Structure-Oriented families stand by themselves because they are so heavily involved in the system and system maintenance. It is difficult to sort out the categories of Goals, Organization, Management, or System, as these categories are intertwined and interrelated. For example, some management (control/autonomy) is of in itself a goal, so that our categories of "goal" and "control" become almost synonymous. Rather than deal with these families in the same analytic framework as the other groups, it is necessary

to combine analytic categories, just as these families do in their daily life.

In many ways, some of the families in this group tend to become the "super families" of Army communities. In general, they believe in the Army system, and believe they are a part of that system, working within it to make their lives better. These six families are system feedback types, where the Army is viewed as an end goal. For example, the Tinley family, a Black family, sees the Army as an end goal. They have made sacrifices for the system, and now are reaping the rewards. Coming from a poor socio-economic background, they have definitely used the Army as a lever for upward mobility, not only for themselves, but for both of their families. They have achieved this by presenting themselves as successful role models to younger siblings and thus convinced others of the rewards of the military lifestyle. Six of their family, by their urging, have joined the military.

The Ryerson family sees the Army as a system that provides rewards too. They also see themselves in that system, and they feel they can work inside the system to make it better. Both have dedicated their careers to the system. In return, the Army has provided them their financial, educational, travel, and sense of belonging needs. A goal for them, and also for most of the families,

is the need to belong to the system.

These families, in general, want to belong to the Army community, either at the macro-level (Army or community wide) or at the micro-level (in their small unit). They have a need for a sense of being and a sense of belonging. Many of them want to be tapped to work in the system, some officially, some unofficially.

For example, Doris Ryerson said: "The Army is a job, not a way of life. But our goal is to make the Army a better place to live. I believe in the propaganda of the family. Things have changed since VOLAR [volunteer Army]." She described the purpose of her job to reduce the stress of relocation, help families make decisions, and provide respite care from situational stress, all areas where there is consensus that "improvement of the system" is needed.

Because of her experience in the United States her first time, Helga Onley developed the Families Learning About Germany (FLAG) program. She knew that families needed an introduction to the host nation and a military orientation. She said: "The way to develop this sense of belonging in Army families is for the Army (unit commander) to say to families: 'I believe in you, I will be there to assist you and guide you.' You can really work hard for a guy like that. This attitude must be conveyed to all family members, that you are an important part of the Army family. Family

members need to be involved in Army life, as a part of the team. Tap into that pride. Approach family members, find what they are capable of, formalize those skills."

One of the key items about these families was what they expected from the Army. For example, the Ryerson's said they haven't wanted or expected the Army to do anything for them. Along with this view, they were willing to make some sacrifices. Doris said that there were plenty of things that she didn't like, things she didn't want to do, dislocations that she didn't want to experience, but she knew that she would have to do them.

The Onley's added that they had some tough times in the Army, but all in all, they have enjoyed it. They are now reaping the rewards from Army life. They have made life-long friends, are now financially comfortable, and Robert has learned valuable skills that will allow him to find a good job when he retires from the Army. In fact, the Army gave Robert structure and stability when he needed it most.

There is also an all-pervasive sense of community in each of these families. Each family might do it differently see a difference in "official" vs "unofficial" ideas, but each family did something. For example, Doris Ryerson added that "the Army is involved in the life of the soldier and his family, a lot. Some people want entitlements, and then hands off. One goes with the other."

Along with this view of the system and the community, these families want to be left alone when they want to be left alone. The Ryerson's said they prefer not to live on post. Doris said: "We have it all day long, we have to deal with the bureaucracy. At home, we want privacy. I want only one green suit coming through that door." John said: "I want to take it off and leave it there".

Some of these families put their energies outside of the Army community. The Ryerson's help built an English speaking Baptist Church in a local German town. The Army does not provide them with any support; they in fact, support the Army in this regard.

Joan Ronson felt that community things are useful. Everybody needs help. She was not involved with the Army community, as they lived lived 20 miles from the fort, but she was very active in the local community.

There was a large concern, mainly with the wives, on the issue of control. This group was the most vocal on the topic of spouse autonomy. This was a goal, too. Doris Ryerson said that she wants the Army to treat her as a responsible adult, but almost everything is based on the military sponsor. In Europe, for example, only the sponsor (i.e. the active duty soldier) can open a bank account, get a loan, register a car, give a spouse permission to drive, etc., and she thinks that these policies perpetuate a

dependency on the system where "somebody's got to do it for me". She considers this a type of welfare with the Army as welfare agent. Her husband John said that it was a "green suiter's world", leaders are always responsible for their men, and the Army has devolved this argument to include the soldier's responsibility for the family. Doris replied: "If the soldier is responsible, then when the soldier is gone the family has a hard time doing things. This develop. dependency."

June Long saw many problems with families in the military, mainly a non-awareness of women to the Army. She felt that the wife had the most responsibility for family life, as the wife is home, and has to know how to seek help. In a successful family, the wife has skills, and makes contacts with people, volunteers, and services.

Helga Onley said: "The Army rules all aspects of your life. The Army kills every ounce of personal initiative, creativity is dampened. Army regulations say you will. . . . Everything is so structured by rank. You get in trouble for initiative, so you don't ask. Army people are so conditioned not to move--unless they are directed to obey. They kill initiative, there is no positive reinforcement, so people won't do anything else. That is micro-management at its worst. Families say: 'You don't let me do anything on my own; then you can do it for me.' This leads to the

dependency model."

These families want the Army to continue. They want to improve on the system "as they know it", and help perpetuate the system in the way the system wants to be maintained. These families are more likely to become the "super families" that the command loves, and become the "Army Families of the Year". However, when improvement means radical alteration, one suspects these families become the most resistant, as these are the most enmeshed families in the system. What are some of the reasons?

The ages of these families probably has much to do with it. In general, these are elderly Army families, for the average family in this group has been in the Army for 18 years. This is also our largest group of families. This cluster might be the "ideal" end product of almost twenty years of socialization in the Army system. These families have probably gone through some of the other stages. They most likely have viewed, as our Expression family did, the Army as a means to an end goal. A major difference between the two clusters is one of control/autonomy. As Expression families gain rank and therefore control over their lives, they might approach this cluster type. One can wonder what the Warner family will be like fifteen years from now.

It would be interesting for further research to see if junior/mid career families exhibit elements of this

developmental style. This would indicate that coping styles are not "fixed", but are a phased relationship of life stages. This can be a topic of further research on the coping styles of Army families.

Summary:

With these five groups of families, we have a spectrum of people's needs and attitudes, with the Apathetic-Independence families on one end. In general, these families want the Army to provide almost all of their needs, from providing friends to preserving social mores. To best serve them, the Army needs to provide complete, easy programs for them, and indeed, a variety of existing Army programs fit these families.

The other groups of families are on the other end of the spectrum. In general, these families want to be provided with what they consider their just rewards, and then left alone. What separates these groups from each other is their involvement with the Army system. The Expression-Oriented families feel a lack of control over the system, but also feel the system will take care of them. They get involved mostly with their small work-based units, as they are most comfortable at that level. In general, these are junior and mid-level families, and this cluster type might be the first stage or a passing stage for them as

they spend more time in the Army and begin making a more
reasoned choice about whether or not to pursue the military
as a career.  To best serve them, the Army needs to
encourage and provide resources for small unit cohesion.
These families need to feel they have some control over
their small unit activities, as they generally feel that
they do not have much control over the formal Army system.

The Expression Conflict Oriented families are somewhat
different.  They feel that they have to fight the system for
what they want.  It is hard to provide any special
considerations for these families, as they tend to want to
fight the system, regardless of the ease of access.

The individual personal growth dimension families feel
that they have to work for what they want.  They gain, not
so much from the structure of the system, but through their
individual efforts.  They have to feel that they can master
the system.  The Army needs to provide programs aimed
towards personal development that these families can use to
grow.  The off-duty education program is one such program
that the Army provides.

Finally, the Structure-Oriented Families feel they can
influence the system.  They not only become intimately
involved with the system, but also they need to feel that
they belong to it, since it provides the basic structuring
of their lives.  The Army needs to allow these families to

work for the system, since they make the best organizational
workers (from staff duty officers to volunteers) the Army
can get.

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## APPENDIX A:  FAMILY QUESTIONNAIRE

Family Questionaire for _____

| Normative Data | Soldier | Spouse |
|---|---|---|
| Occupation | _____ | _____ |
| Years in Army | _____ | _____ |
| Rank | _____ | _____ |
| Spouse ever in military? | _____ | _____ |
| Sex | _____ | _____ |
| Education | _____ | _____ |
| Age | _____ | _____ |
| Race | _____ | _____ |
| Nationality | _____ | _____ |
| Religion | _____ | _____ |
| Years Married | _____ | _____ |
| Years shared military experience | _____ | _____ |
| # of times married | _____ | _____ |
| # of children, ages, gender | _____ | |
| From military family? | _____ | _____ |
| Siblings in military? | _____ | _____ |
| How long here? | _____ | _____ |
| Housing Here? | _____ | _____ |
| Number of PCS's? | _____ | _____ |
| Number of Overseas Assignments? | _____ | _____ |
| Command Sponsored? | _____ | _____ |
| Concurrent Travel? | _____ | _____ |

Family Name_____          Date_____

Ask:  "What have you seen as major problems in being an Army family?"  After some discussion, stop.  Talk about one problem in detail.

Problem Identified_____

_____

Ask them:
1.  Why is this a problem?
2.  How many times have you encountered this problem?
3.  Tell me how you handled this problem.  How did you succeed, or try to succeed?
4.  What help did you get for this problem?  From whom? From the Army?
5.  What resources were available?


For each problem:
1.  How they.....
2.  Time
3.  Resources used
4.  Type of success

Family Name_____          Date_____

Problem Identified_____  _____

When they get stuck, use these questions as stimulators:


-Tell me about how you moved to this military community.

-Tell me about the clubs, organizations, etc., that you have joined here.

- Questions about decision making in their family.

-What do you want the Army to do for your family specifically?

-What do you want the Army to do for families in general?

-Uncertainties.

-Tell me about the spouse finding a job.

-Tell me about child care.

-Have you had major family separations?  Did what?

-Tell me about housing.  On/off base

-Tell me about moving.

-What are your recommendations for improvement of the system?

-What is the difference between 'official' and 'not official' Army help?  Mandatory social events?

-What does the Army owe you?

-What do you do to make new friends when you report to a new post?

-How do you become part of the community?

-Is there a caste system in the Army?

-Tell me about medical/dental care.

Family Name_____          Date_____

List of Generic Problems

1.  What do you think are problems that Army families face?

2.  What do you think the sources of assistance are for families?

(Make list)


Then give FE and self addressed envelope.

\-

APPENDIX B

## FAMILY ENVIRONMENT SCALE, FORM R (REALISTIC)
Rudolf H. Moos

Consulting Psychologists Press, Inc.
577 College Ave.,
Palo Alto, California 94306

Instructions:

There are 90 statements in this booklet. They are
statements about families. You are to decide which of these
statements are true of your family and which are false.
Make all your marks on the separate answer sheets. If you
think the statement is True or mostly True of your family,
make an X in the box labeled T (true). If you think the
statement is False or mostly False of your family, make an X
in the box labeled F (false).

You may feel that some of the statements are true for some
family members and false for others. Mark T if the
statement is true for most members. Mark F is the statement
is false for most members. If the members are evenly
divided, decide what is the stronger overall impression and
answer accordingly.

Remember, we would like to know what your family seems like
to you. So do not try to figure out how other members see
your family, but do give us your general impression of your
family for each statement.

QUESTIONS:

1. Family members really help and support one another.
2. Family members often keep their feelings to themselves.
3. We fight alot in our family.
4. We don't do things on our own very often in our family.
5. We feel it is important to be the best at whatever you
   do.
6. We often talk about political and social problems.
7. We spend most weekends and evenings at home.
8. Family members attend church, synagogue, or Sunday
   School fairly often.
9. Activities in our family are pretty carefully planned.
10. Family members are rarely ordered around.
11. We often seem to be killing time at home.

12. We say anything we want to around home.
13. Family members rarely become openly angry.
14. In our family, we are strongly encouraged to be independent.
15. Getting ahead in life is very important in our family.
16. We rarely go to lectures, plays or concerts.
17. Friends often come over for dinner or to visit.
18. We don't say prayers in our family.
19. We are generally very neat and orderly.
20. There are very few rules to follow in our family.
21. We put a lot of energy into what we do at home.
22. It's hard to "blow off steam" at home without upsetting somebody.
23. Family members sometimes get so angry they throw things.
24. We think things out for ourselves in our family.
25. How much money a person makes is not very important to us.
26. Learning about new and different things is very important in our family.
27. Nobody in our family is active in sports, Little League, bowling, etc.
28. We often talk about the religious meaning of Christmas, Passover, or other holidays.
29. It's often hard to find things when you need them in our household.
30. There is one family member who makes most of the decisions.
31. There is a feeling of togetherness in our family.
32. We tell each other about our personal problems.
33. Family members hardly ever lose their tempers.
34. We come and go as we want to in our family.
35. We believe in competition and "may the best man win."
36. We are not that interested in cultural activities.
37. We often go to movies, sports events, camping, etc.
38. We don't believe in heaven or hell.
39. Being on time is very important in our family.
40. There are set ways of doing things at home.
41. We rarely volunteer when something has to be done at home.
42. If we feel like doing something on the spur of the moment we often just pick up and go.
43. Family members often criticize each other.
44. There is very little privacy in our family.
45. We always strive to do things just a little better the next time.
46. We rarely have intellectual discussions.
47. Everyone in our family has a hobby or two.
48. Family members have strict ideas about what is right and wrong.
49. People change their minds often in our family.

50. There is a strong emphasis on following rules in our family.
51. Family members really back each other up.
52. Someone usually gets upset if you complain in our family.
53. Family members sometimes hit each other.
54. Family members almost always rely on themselves when a problem comes up.
55. Family members rarely worry about job promotions, school grades, etc.
56. Someone in our family plays a musical instrument.
57. Family members are not very involved in recreational activities outside work or school.
58. We believe there are some things you just have to take on faith.
59. Family members make sure their rooms are neat.
60. Everyone has an equal say in family decisions.
61. There is very little group spirit in our family.
62. Money and paying bills is openly talked about in our family.
63. If there's a disagreement in our family, we try hard to smooth things over and keep the peace.
64. Family members strongly encourage each other to stand up for their rights.
65. In our family, we don't try that hard to succeed.
66. Family members often go to the library.
67. Family members sometimes attend courses or take lessons for some hobby or interest (outside of school).
68. In our family each person has different ideas about what is right and wrong.
69. Each person's duties are clearly defined in our family.
70. We can do whatever we want to in our family.
71. We really get along well with each other.
72. We are usually careful about what we say to each other.
73. Family members often try to one-up or out-do each other.
74. It's hard to be by yourself without hurting someone's feelings in our household.
75. "Work before play" is the rule in our family.
76. Watching T.V. is more important than reading in our family.
77. Family members go out a lot.
78. The Bible is a very important book in our home.
79. Money is not handled very carefully in our family.
80. Rules are pretty inflexible in our household.
81. There is plenty of time and attention for everyone in our family.
82. There are a lot of spontaneous discussions in our family.
83. In our family, we believe you don't get anywhere by raising your voice.

84. We are not really encouraged to speak up for ourselves in our family.
85. Family members are often compared with others as to how well they are doing at work or school.
86. Family members really like music, art, and literature.
87. Our main form of entertainment is watching T.V. or listening to the radio.
88. Family members believe that if you sin you will be punished.
89. Dishes are usually done immediately after eating.
90. You can't get away with much in our family.

APPENDIX C.   FAMILY ENVIRONMENT SCALE PROFILES

(In alphabetical order)

## FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
## HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: <u>Jack & Betty Arnold</u>
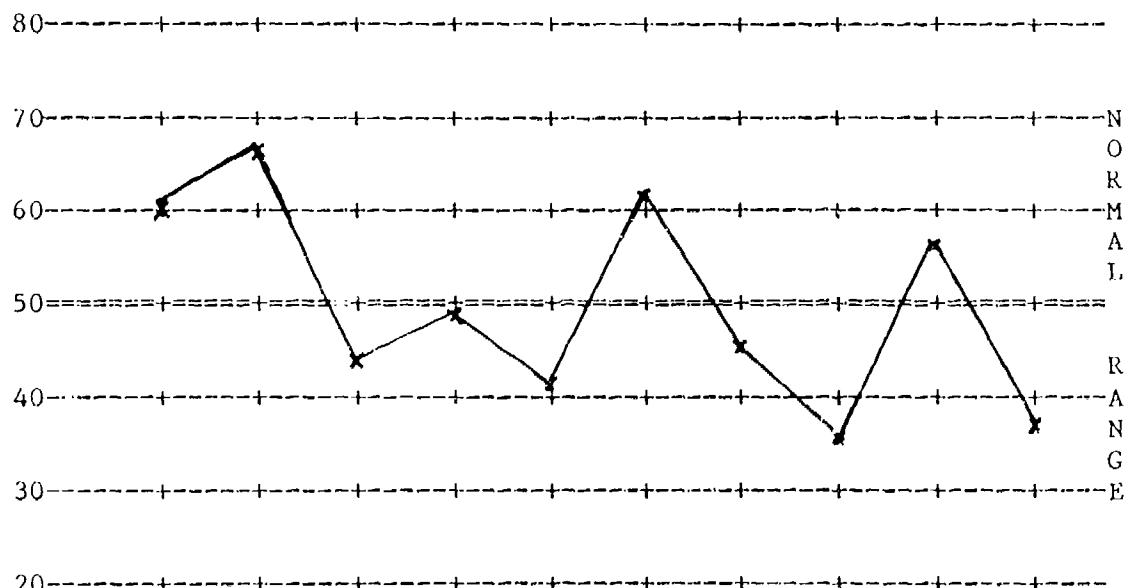


STANDARD SCORES

| FAMILY | 60 | 66 | 43 | 49 | 41 | 61 | 45 | 36 | 56 | 37 (x) |
|--------|----|----|----|----|----|----|----|----|----|--------|
| | C | E | C | I | A | I | A | M | O | C |
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | I | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | – | I | O |
| | O | I | C | N | E | E | – | R | Z | L |
| | N | V | T | D | M | C | R | E | A | |
| | | E | | E | E | T | E | L | T | |
| | | N | | N | N | U | C | I | I | |
| | | E | | C | T | A | R | G | O | |
| | | S | | E | | L | E | I | N | |
| | | S | | | | | A | O | | |
| | | | | | | | T | U | | |
| | | | | | | | | S | | |
| | (RELATIONSHIP) | | (PERSONAL GROWTH DIMENSION) | | | | | (SYSTEMS MAINTENANCE) | | |

FAMILY INCONGRUENCE SCORE: 55
RESEARCHER INCONGRUENCE SCORE: 47
CLUSTER TYPE: EXPRESSION-ORIENTED (RELATIONSHIP)

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: Jack & Betty Arnold
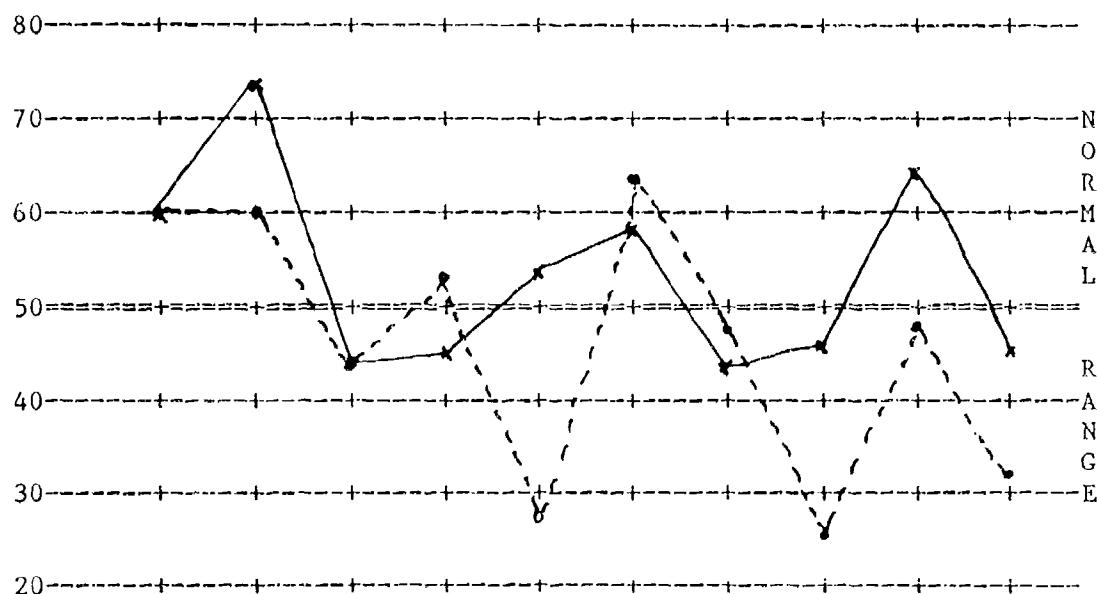


STANDARD SCORES:

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| HUSBAND | 60 | 73 | 43 | 45 | 53 | 58 | 43 | 46 | 64 | 45 (x) |
| WIFE | 60 | 60 | 43 | 53 | 28 | 64 | 48 | 26 | 48 | 32 (o) |

| COHESION | EXPRESSIVENESS | CONFLICT | INDEPENDENCE | ACHIEVEMENT | INTELLECTUAL-CULTURAL | ACTIVE-RECREATIONAL | MORAL-RELIGIOUS | ORGANIZATION | CONTROL |
|---|---|---|---|---|---|---|---|---|---|

(RELATIONSHIP)    (PERSONAL GROWTH DIMENSION)    (SYSTEMS MAINTENANCE)

FAMILY INCONGRUENCE SCORE:  55

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: Earl & Dawn Bridgeton
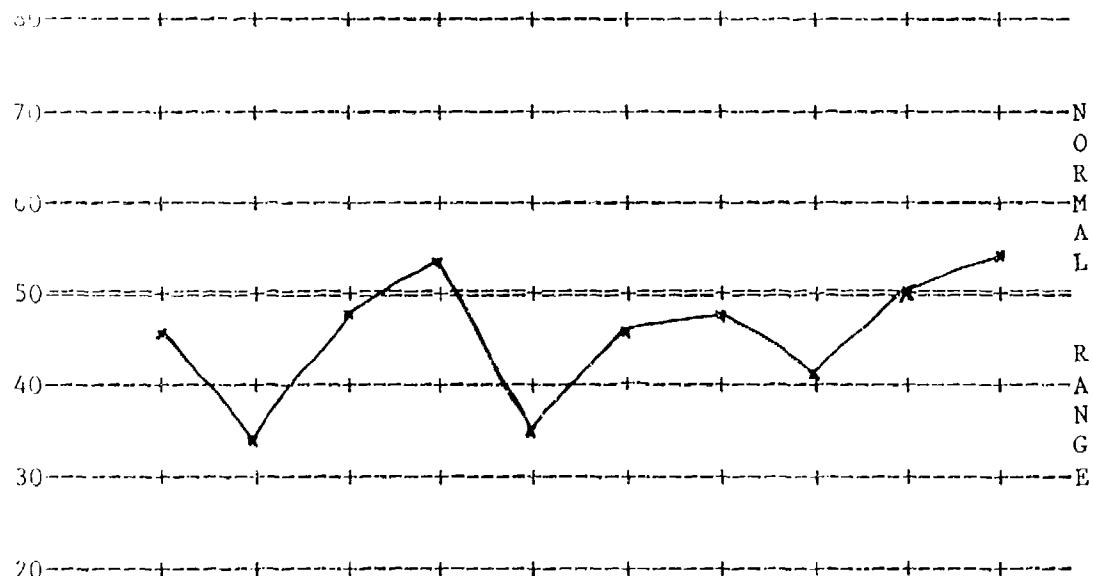


STANDARD SCORES

| FAMILY | 46 | 34 | 48 | 53 | 35 | 46 | 48 | 41 | 50 | 54 (x) |
|---|---|---|---|---|---|---|---|---|---|---|
| | C | E | C | I | A | I | A | M | O | C |
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | I | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | - | I | O |
| | O | S | C | N | E | E | - | R | Z | L |
| | N | I | T | D | M | C | R | E | A | |
| | | V | | E | E | T | E | L | T | |
| | | E | | N | N | U | C | I | I | |
| | | N | | C | T | A | R | G | O | |
| | | E | | E | | L | E | I | N | |
| | | S | | | | | A | O | | |
| | | S | | | | | T | U | | |
| | | | | | | | | S | | |

(RELATIONSHIP)  (PERSONAL GROWTH DIMENSION)  (SYSTEMS MAINTENANCE)

FAMILY INCONGRUENCE SCORE: 49
RESEARCHER INCONGRUENCE SCORE: 49
CLUSTER TYPE: APATHETIC-INDEPENDENCE

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: Earl & Dawn Bridgeton



STANDARD SCORES:
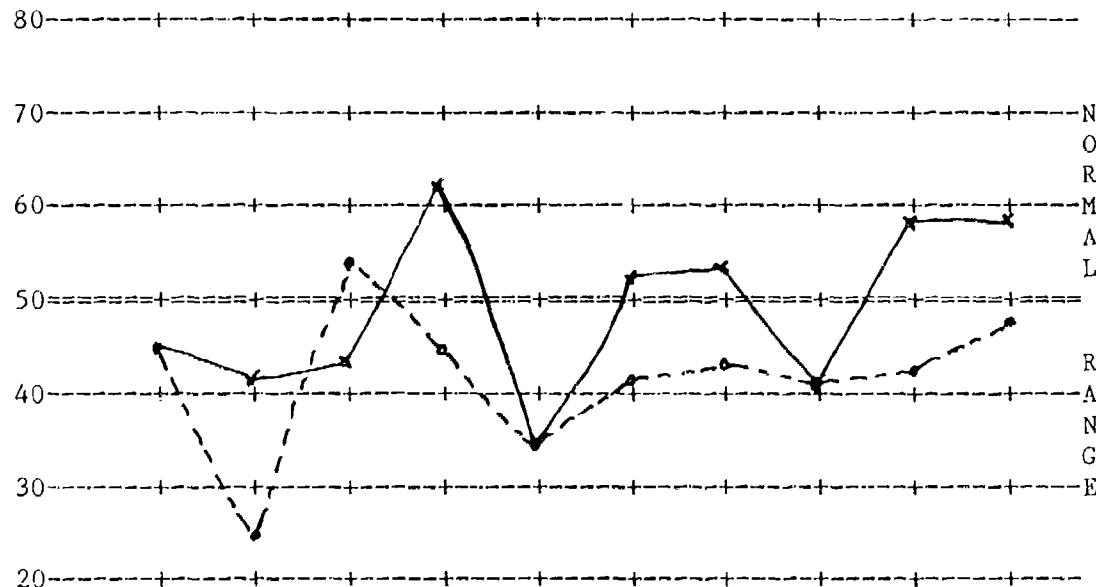
| | C O H E S I O N | E X P R E S S I V E N E S S | C O N F L I C T | I N D E P E N D E N C E | A C H I E V E M E N T | I N T E L L E C T U A L | A C T I V E - R E C R E A T I O N A L | M O R A L - R E L I G I O U S | O R G A N I Z A T I O N | C O N T R O L |
|---------|----|----|----|----|----|----|----|----|----|----|
| HUSBAND | 46 | 41 | 43 | 62 | 35 | 52 | 53 | 41 | 59 | 59 (x) |
| WIFE | 46 | 28 | 54 | 45 | 35 | 41 | 43 | 41 | 42 | 48 (o) |

|  (RELATIONSHIP) | (PERSONAL GROWTH DIMENSION) | (SYSTEMS MAINTENANCE) |

FAMILY INCONGRUENCE SCORE: 49

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: <u>Larry & Betty Brown</u>
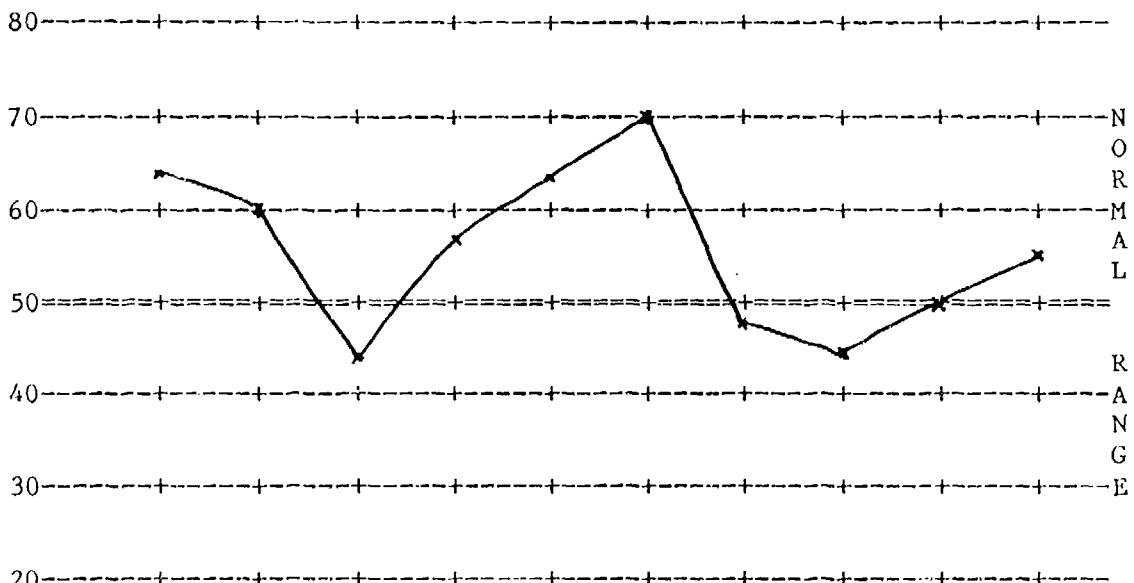


STANDARD SCORES

| FAMILY | 64 | 60 | 43 | 57 | 63 | 70 | 48 | 44 | 50 | 56 (x) |
|---|---|---|---|---|---|---|---|---|---|---|
| | C | E | C | I | A | I | A | M | O | C |
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | J | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | – | I | O |
| | O | J | C | N | E | E | – | R | Z | L |
| | N | V | T | D | E | C | R | E | A | |
| | | E | | E | M | T | E | L | T | |
| | | N | | N | E | U | C | I | I | |
| | | E | | C | N | A | R | G | O | |
| | | S | | E | T | L | E | I | N | |
| | | S | | | | | A | O | | |
| | | | | | | | T | U | | |
| | | | | | | | | S | | |

(RELATIONSHIP)    (PERSONAL GROWTH DIMENSION)    (SYSTEMS
                                                 MAINTENANCE)

FAMILY INCONGRUENCE SCORE:   36
RESEARCHER INCONGRUENCE SCORE:   47
CLUSTER TYPE:   ACHIEVEMENT ORIENTED-VIA-INDEPENDENCE (PERSONAL GROWTH)

## FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
## HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: <u>Larry & Betty Brown</u>
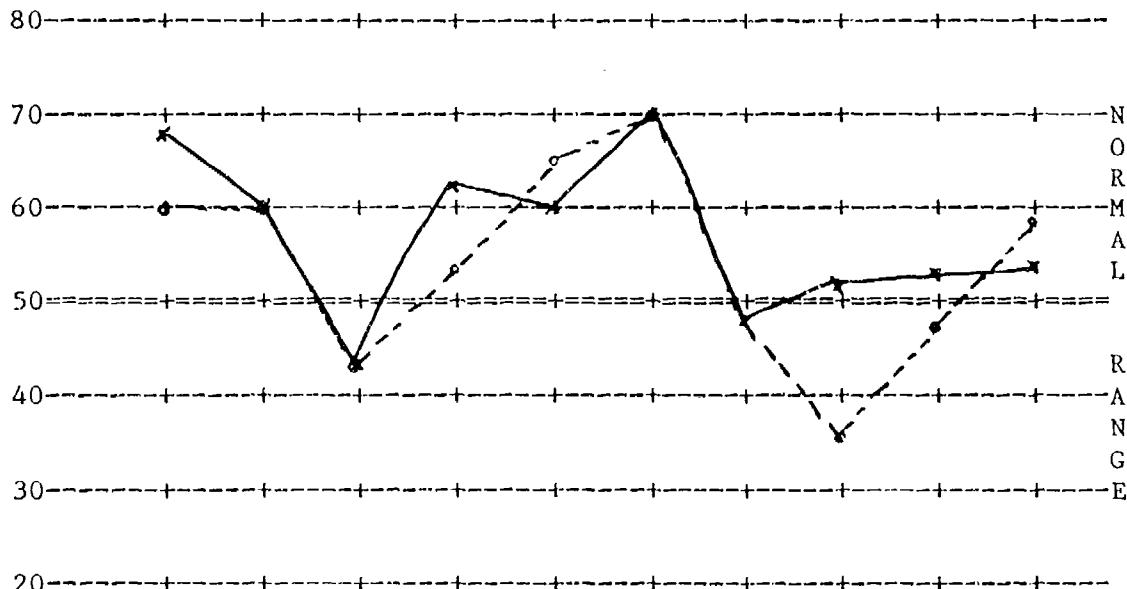


STANDARD SCORES:

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| HUSBAND | 68 | 60 | 43 | 62 | 60 | 70 | 48 | 51 | 53 | 54 (x) |
| WIFE | 60 | 60 | 43 | 53 | 66 | 70 | 48 | 36 | 48 | 59 (o) |

| COHESION | EXPRESSIVENESS | CONFLICT | INDEPENDENCE | ACHIEVEMENT | INTELLECTUAL-CULTURAL | ACTIVE-RECREATIONAL | MORAL-RELIGIOUS | ORGANIZATION | CONTROL |
|---|---|---|---|---|---|---|---|---|---|

(RELATIONSHIP)    (PERSONAL GROWTH DIMENSION)    (SYSTEMS MAINTENANCE)

FAMILY INCONGRUENCE SCORE: 36

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: <u>Peter & Carla Burke</u>
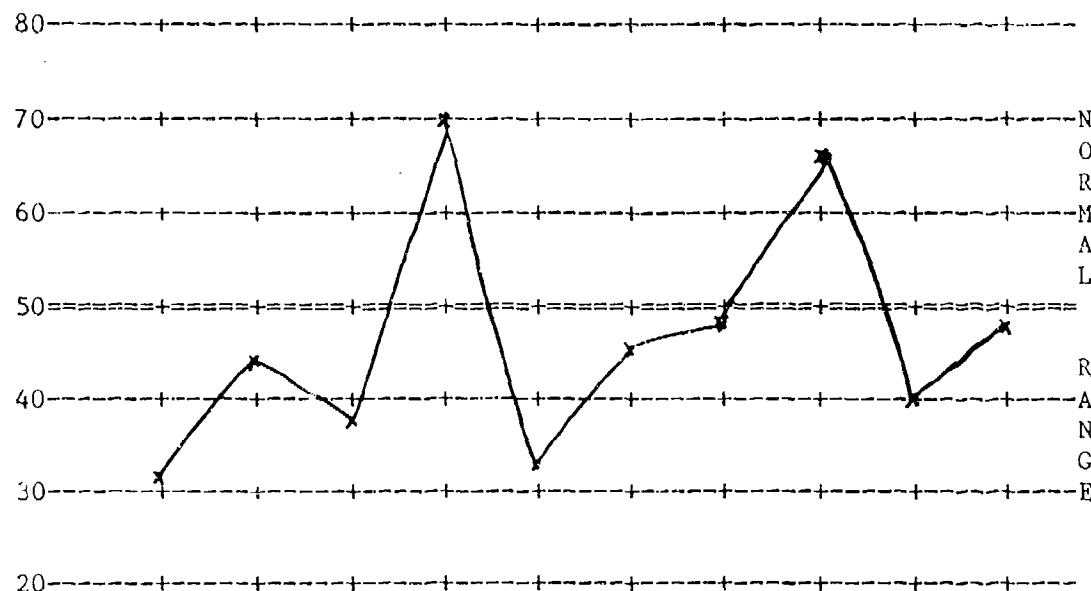


STANDARD SCORES

| FAMILY | 31 | 44 | 38 | 70 | 32 | 46 | 48 | 67 | 40 | 48 (x) |
|--------|-----|-----|-----|-----|-----|-----|-----|-----|-----|--------|
| | C | E | C | I | A | I | A | M | O | C |
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | I | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | - | I | O |
| | O | I | C | N | E | E | - | R | Z | L |
| | N | V | T | D | M | C | R | E | A | |
| | | E | | E | E | T | E | L | T | |
| | | N | | N | N | U | C | I | I | |
| | | E | | C | T | A | R | G | O | |
| | | S | | E | | L | E | I | N | |
| | | S | | | | | A | O | | |
| | | | | | | | T | U | | |
| | | | | | | | | S | | |

| (RELATIONSHIP) | (PERSONAL GROWTH DIMENSION) | (SYSTEMS MAINTENANCE) |
|---|---|---|

FAMILY INCONGRUENCE SCORE:  53
RESEARCHER INCONGRUENCE SCORE:  67
CLUSTER TYPE:  INDEPENDENCE-APATHETIC (PERSONAL GROWTH)

## FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
## HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: <u>Peter & Carla Burke</u>
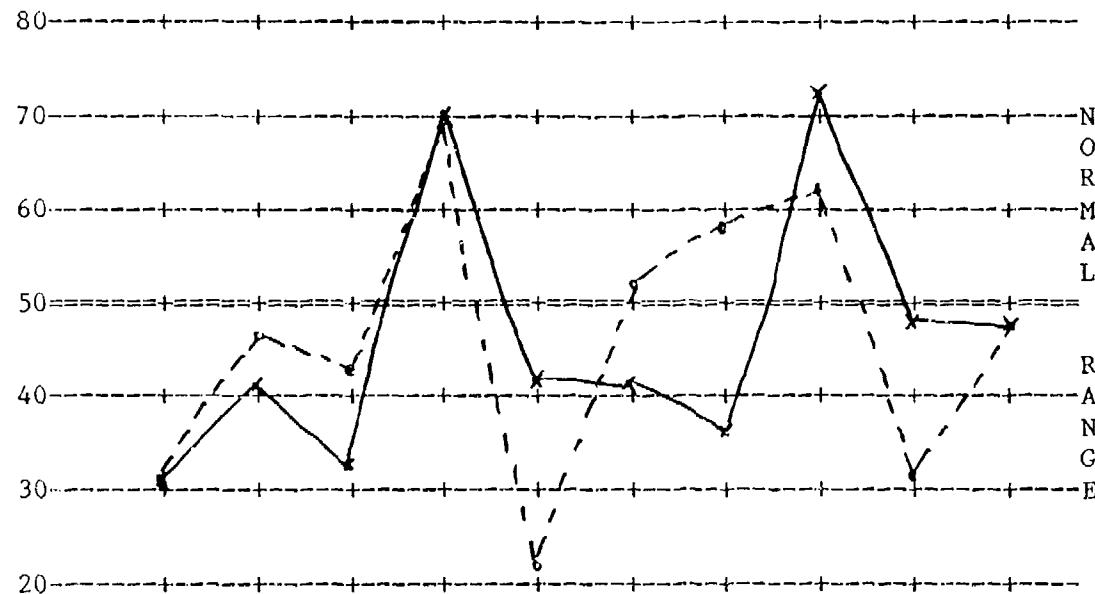


STANDARD SCORES:

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| HUSBAND | 31 | 41 | 32 | 70 | 41 | 41 | 37 | 72 | 48 | 48 (x) |
| WIFE | 31 | 47 | 43 | 70 | 22 | 52 | 59 | 62 | 31 | 48 (o) |

| | C O H E S I O N | E X P R E S S I V E N E S S | C O N F L I C T | I N D E P E N D E N C E | A C H I E V E M E N T | I N T E L L E C T U A L | A C T I V E - - R E C R E A T I O N A L | M O R A L - R E L I G I O U S | O R G A N I Z A T I O N | C O N T R O L |
|---|---|---|---|---|---|---|---|---|---|---|

| (RELATIONSHIP) | (PERSONAL GROWTH DIMENSION) | (SYSTEMS MAINTENANCE) |
|---|---|---|

FAMILY INCONGRUENCE SCORE: 53

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: <u>John & Lynn Carlson</u>



STANDARD SCORES

| FAMILY | 68 | 60 | 51 | 45 | 50 | 58 | 59 | 67 | 56 | 59 (x) |
|--------|----|----|----|----|----|----|----|----|----|--------|
| | C | E | C | I | A | I | A | M | O | C |
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | I | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | - | I | O |
| | O | I | C | N | E | E | - | R | Z | L |
| | N | V | T | D | M | C | R | E | A | |
| | | E | | E | E | T | E | L | T | |
| | | N | | N | N | U | C | I | I | |
| | | E | | C | T | A | R | G | O | |
| | | S | | E | | L | E | I | N | |
| | | S | | | | | A | O | | |
| | | | | | | | T | U | | |
| | | | | | | | | S | | |

(RELATIONSHIP)　(PERSONAL GROWTH DIMENSION)　(SYSTEMS MAINTENANCE)

FAMILY INCONGRUENCE SCORE:　46
RESEARCHER INCONGRUENCE SCORE:　39
CLUSTER TYPE:　STRUCTURED MORAL-RELIGIOUS (PERSONAL GROWTH)

## FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
## HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: John & Lynn Carlson
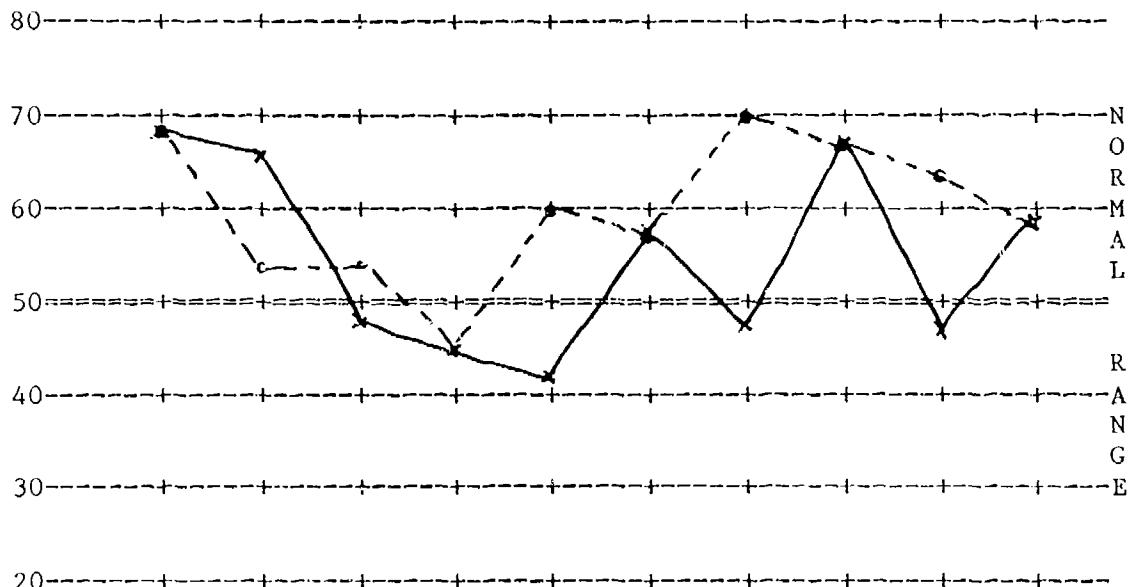


STANDARD SCORES:

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| HUSBAND | 68 | 66 | 48 | 45 | 41 | 58 | 48 | 67 | 48 | 59 (x) |
| WIFE | 68 | 54 | 54 | 45 | 60 | 58 | 70 | 67 | 64 | 59 (o) |

| | C | E | C | I | A | I | A | M | O | C |
|---|---|---|---|---|---|---|---|---|---|---|
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | I | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | - | I | O |
| | O | I | C | N | E | E | - | R | Z | L |
| | N | V | T | D | M | F | R | E | A | |
| | | E | | E | E | C | E | L | T | |
| | | N | | N | N | T | C | I | I | |
| | | E | | C | T | U | R | G | O | |
| | | S | | E | | A | R | I | N | |
| | | S | | | | L | E | O | | |
| | | | | | | | A | U | | |
| | | | | | | | T | S | | |

| (RELATIONSHIP) | (PERSONAL GROWTH DIMENSION) | (SYSTEMS MAINTENANCE) |
|---|---|---|

FAMILY INCONGRUENCE SCORE: 46

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: <u>Ron & Susan Kingsly</u>
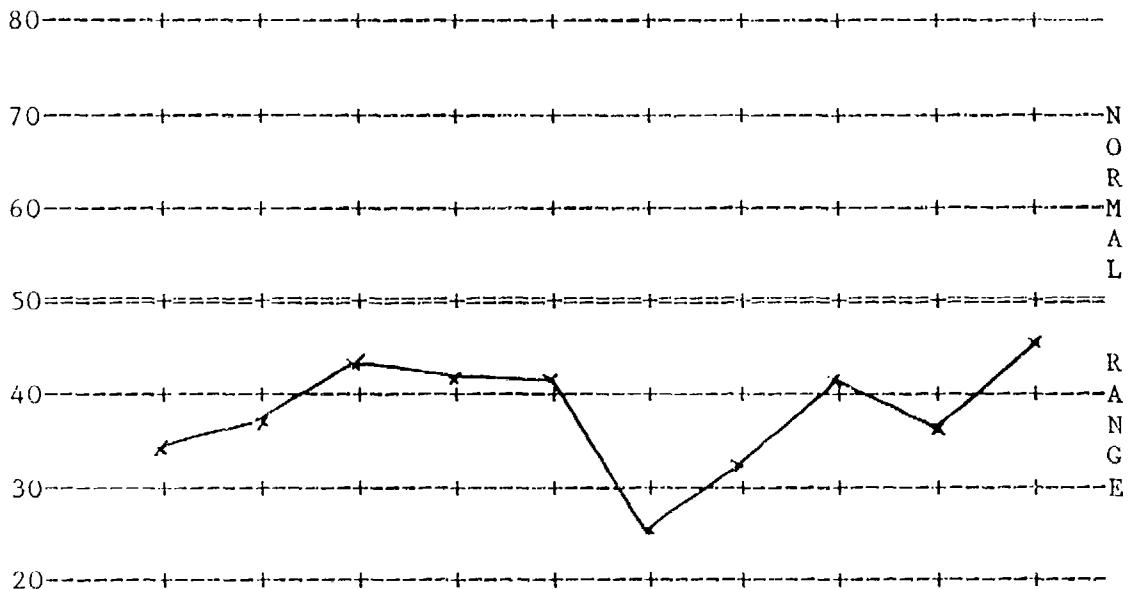


STANDARD SCORES

| FAMILY | 34 | 37 | 43 | 41 | 41 | 26 | 32 | 41 | 37 | 45 (x) |
|---|---|---|---|---|---|---|---|---|---|---|
| | C | E | C | I | A | I | A | M | O | C |
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | I | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | -- | I | O |
| | O | I | C | N | E | E | -- | R | Z | L |
| | N | V | T | D | M | C | R | E | A | |
| | | E | | E | E | T | E | L | T | |
| | | N | | N | N | U | C | I | I | |
| | | E | | C | T | A | R | G | O | |
| | | S | | E | | L | E | I | N | |
| | | S | | | | | A | O | | |
| | | | | | | | T | U | | |
| | | | | | | | | S | | |

(RELATIONSHIP)   (PERSONAL GROWTH DIMENSION)   (SYSTEMS
                                                MAINTENANCE)

FAMILY INCONGRUENCE SCORE: 42
RESEARCHER INCONGRUENCE SCORE: 61
CLUSTER TYPE: APATHETIC (RESULT OF DWI?)

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: Ron & Susan Kingsly
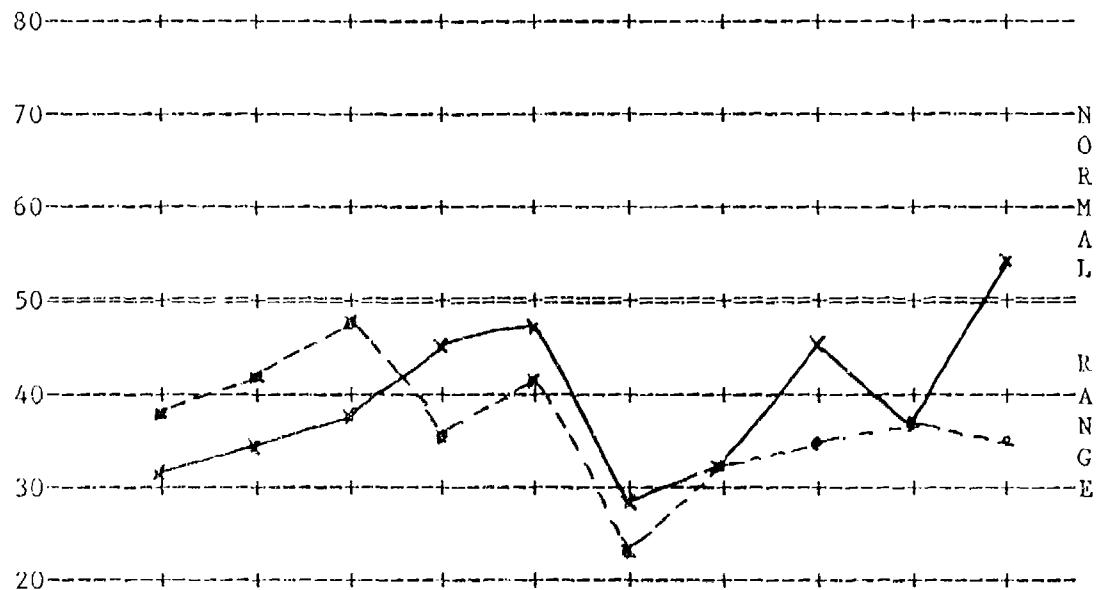


STANDARD SCORES:

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| HUSBAND | 31 | 34 | 38 | 45 | 47 | 29 | 32 | 46 | 37 | 54 (x) |
| WIFE | 38 | 41 | 48 | 36 | 41 | 23 | 32 | 36 | 37 | 37 (o) |

| | C O H E S I O N | E X P R E S S I V E N E S S | C O N F L I C T | I N D E P E N D E N C E | A C H I E V E M E N T | I N T E L L E C T U A L | A C T I V E - R E C R E A T I O N A L | M O R A L - R E L I G I O U S | O R G A N I Z A T I O N | C O N T R O L |
|---|---|---|---|---|---|---|---|---|---|---|

(RELATIONSHIP)  (PERSONAL GROWTH DIMENSION)  (SYSTEMS MAINTENANCE)

FAMILY INCONGRUENCE SCORE:  42

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: <u>Ron & June Long</u>
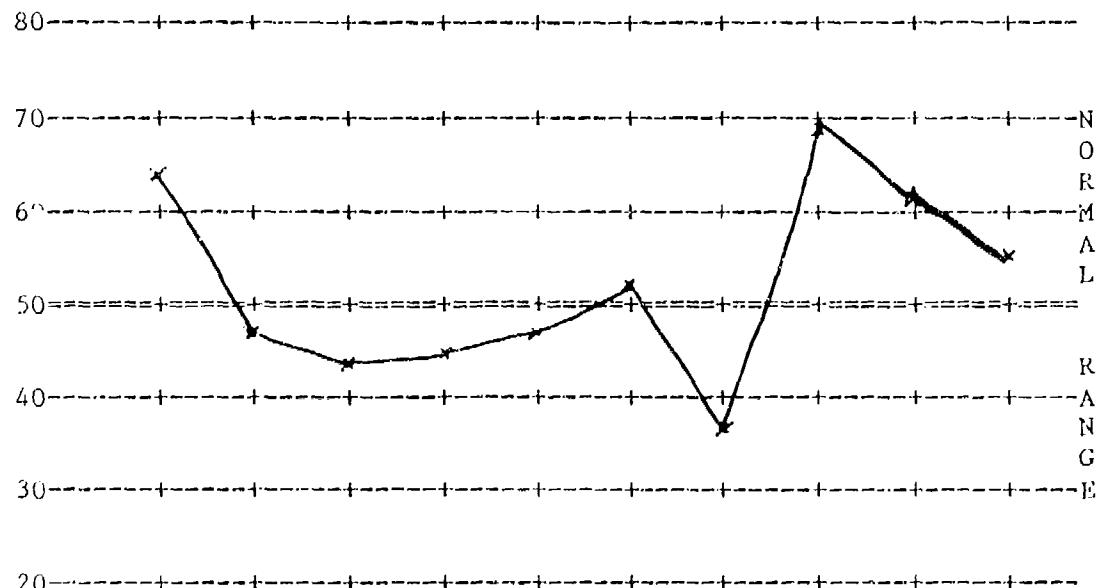


STANDARD SCORES

| FAMILY | 64 | 47 | 43 | 45 | 47 | 52 | 37 | 69 | 61 | 56 (x) |
|---|---|---|---|---|---|---|---|---|---|---|
| | C | E | C | I | A | I | A | M | O | C |
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | I | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | – | I | O |
| | O | I | C | N | E | L | E | R | Z | L |
| | N | V | T | D | M | E | R | E | A | |
| | | E | | E | E | C | E | L | T | |
| | | N | | N | N | T | C | I | I | |
| | | E | | C | T | U | R | G | O | |
| | | S | | E | | A | E | I | N | |
| | | S | | | | L | E | O | | |
| | | | | | | | A | U | | |
| | | | | | | | T | S | | |

(RELATIONSHIP)  (PERSONAL GROWTH DIMENSION)  (SYSTEMS
                                                MAINTENANCE)

FAMILY INCONGRUENCE SCORE:  59
RESEARCHER INCONGRUENCE SCORE:  49
CLUSTER TYPE:  STRUCTURE-ORIENTED (SYSTEMS MAINTENANCE)

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: Ron & June Long
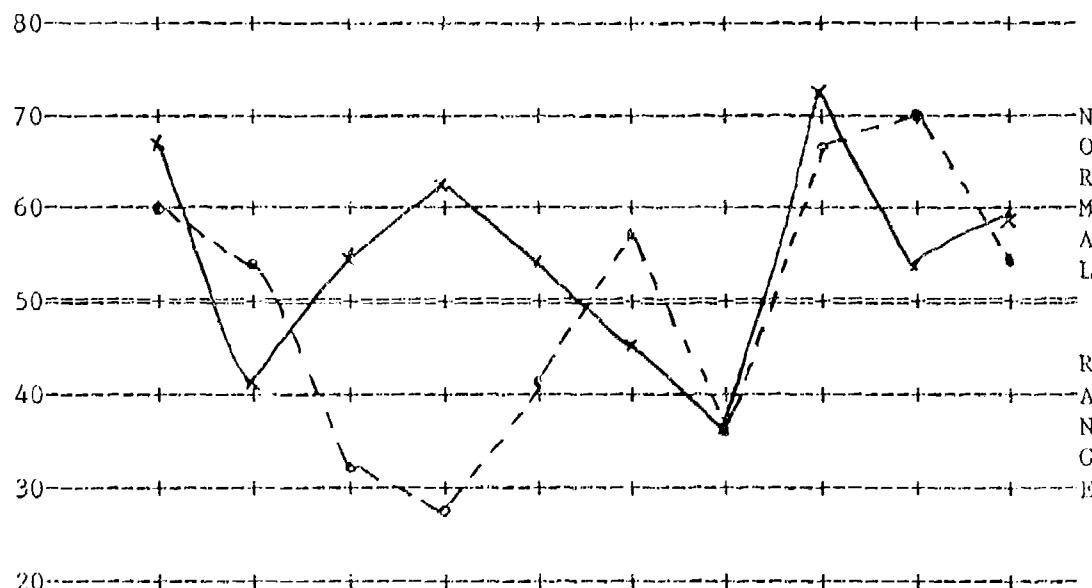


STANDARD SCORES:

| HUSBAND | 68 | 41 | 56 | 62 | 53 | 46 | 37 | 72 | 53 | 59 (x) |
|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|--------|
| WIFE | 60 | 54 | 32 | 28 | 41 | 58 | 37 | 67 | 70 | 54 (o) |

| | C O H E S I O N | E X P R E S S I V E N E S S | C O N F L I C T | I N D E P E N D E N C E | A C H I E V E M E N T | I N T E L L E C T U A L | A C T I V E - - R E C R E A T | M O R A L - R E L I G I O U S | O R G A N I Z A T I O N | C O N T R O L |
|---|---|---|---|---|---|---|---|---|---|---|

(RELATIONSHIP)    (PERSONAL GROWTH DIMENSION)    (SYSTEMS
                                                  MAINTENANCE)

FAMILY INCONGRUENCE SCORE: 59

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: Robert & Helga Onley
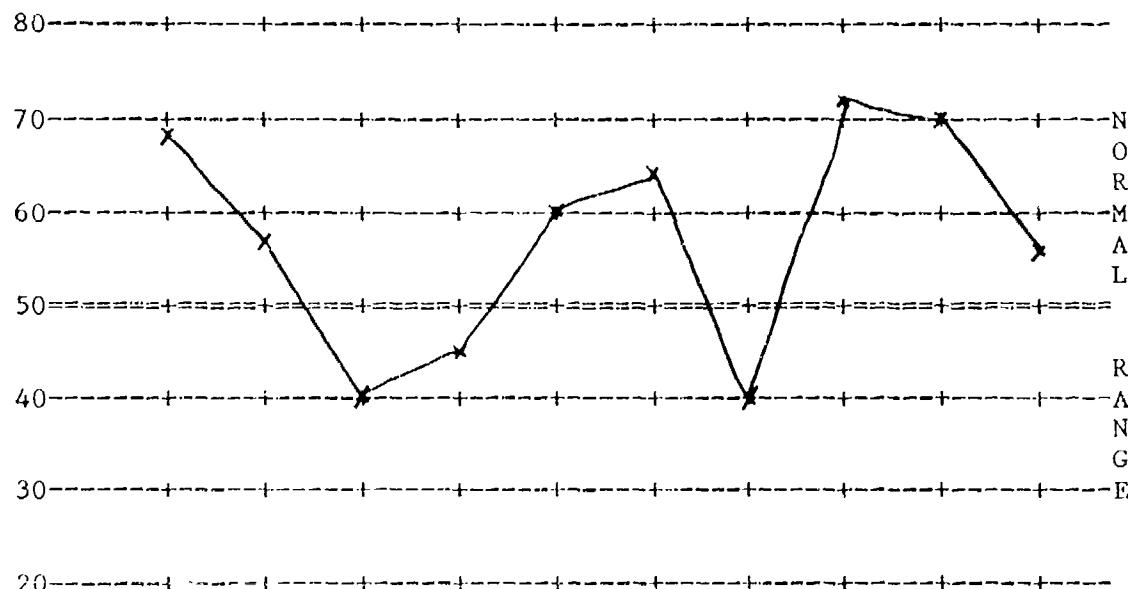


STANDARD SCORES

| FAMILY | 68 | 57 | 40 | 45 | 60 | 64 | 40 | 72 | 70 | 56 (x) |
|---|---|---|---|---|---|---|---|---|---|---|
| | C | E | C | I | A | I | A | M | O | C |
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | I | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | – | I | O |
| | O | I | C | N | E | E | – | R | Z | L |
| | N | V | T | D | M | C | R | E | A | |
| | | E | | E | E | T | E | L | T | |
| | | N | | N | N | U | C | I | I | |
| | | E | | C | T | A | R | G | O | |
| | | S | | E | | L | E | I | N | |
| | | S | | | | | A | O | | |
| | | | | | | | T | U | | |
| | | | | | | | | S | | |

| (RELATIONSHIP) | (PERSONAL GROWTH DIMENSION) | (SYSTEMS MAINTENANCE) |
|---|---|---|

FAMILY INCONGRUENCE SCORE: 40
RESEARCHER INCONGRUENCE SCORE: 36
CLUSTER TYPE: STRUCTURE-ORIENTED (SYSTEMS MAINTENANCE)

## FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
## HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: <u>Robert & Helga Onley</u>
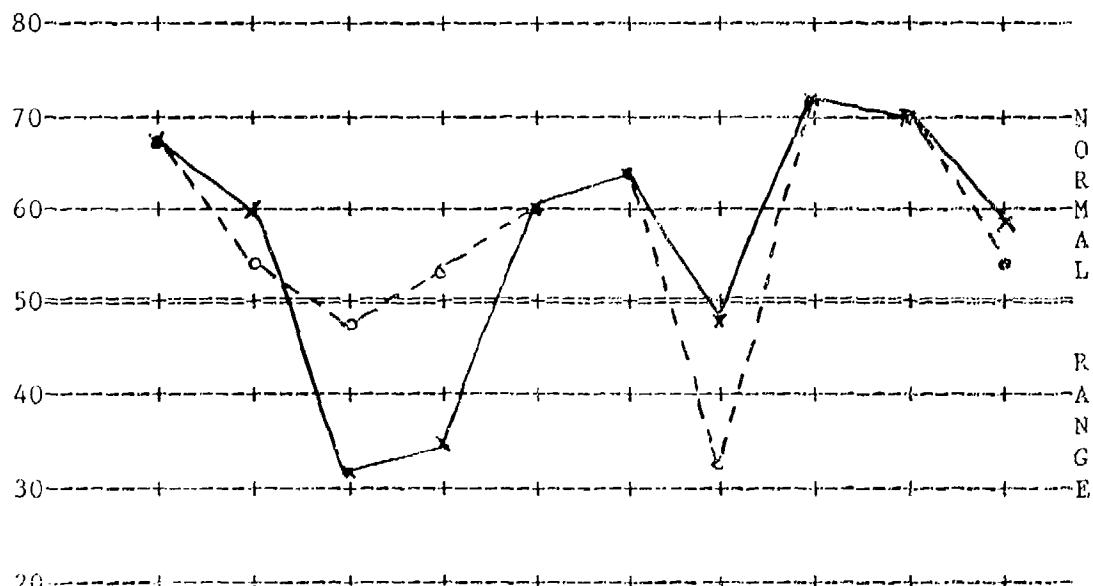


STANDARD SCORES:

| HUSBAND | 68 | 60 | 32 | 36 | 60 | 64 | 48 | 72 | 70 | 59 (x) |
|---|---|---|---|---|---|---|---|---|---|---|
| WIFE | 68 | 54 | 48 | 53 | 60 | 64 | 32 | 72 | 70 | 54 (o) |

|  | C | E | C | I | A | I | A | M | O | C |
|---|---|---|---|---|---|---|---|---|---|---|
|  | O | X | O | N | C | N | C | O | R | O |
|  | H | P | N | D | H | T | T | R | G | N |
|  | E | R | F | E | I | E | I | A | A | T |
|  | S | E | L | P | E | L | V | L | N | R |
|  | I | S | I | E | V | L | E | – | I | O |
|  | O | I | C | N | E | E | – | R | Z | L |
|  | N | V | T | D | M | C | R | E | A |  |
|  |  | E |  | E | E | T | E | L | T |  |
|  |  | N |  | N | N | U | C | I | I |  |
|  |  | E |  | C | T | A | R | G | O |  |
|  |  | S |  | E |  | L | E | I | N |  |
|  |  | S |  |  |  |  | A | O |  |  |
|  |  |  |  |  |  |  | T | U |  |  |
|  |  |  |  |  |  |  |  | S |  |  |

(RELATIONSHIP)  (PERSONAL GROWTH DIMENSION)  (SYSTEMS MAINTENANCE)

FAMILY INCONGRUENCE SCORE: 40

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: <u>Ira & Joan Ronson</u>
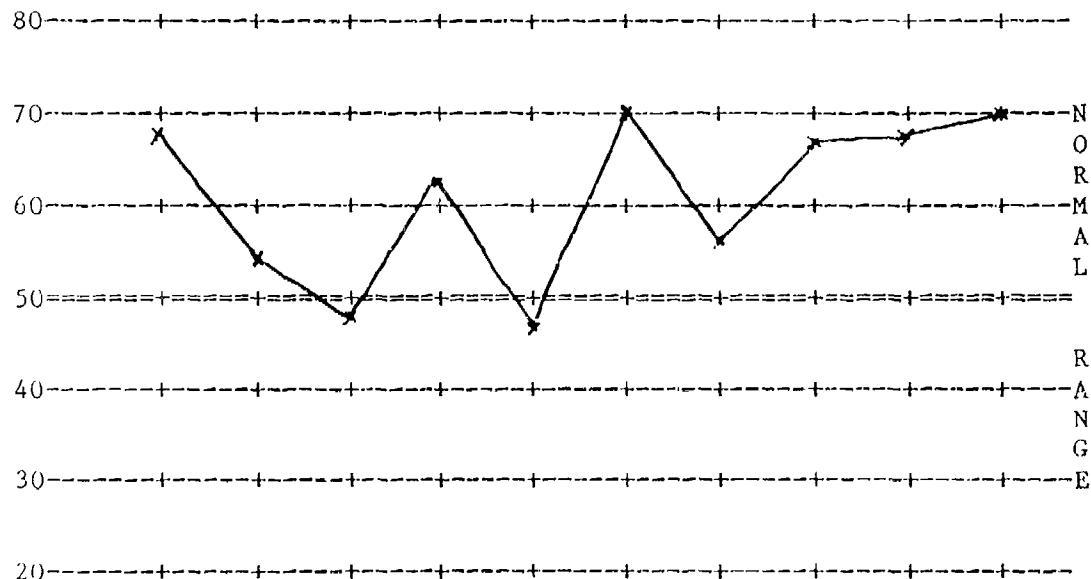


STANDARD SCORES

| FAMILY | 68 | 54 | 48 | 62 | 47 | 70 | 56 | 67 | 67 | 70 (x) |
|---|---|---|---|---|---|---|---|---|---|---|
| | C O H E S I O N | E X P R E S S I V E N E S S | C O N F L I C T | I N D E P E N D E N C E | A C H I E V E M E N T | I N T E L L E C U A L | A C T I V E — R E C R E A T | M O R A L — R E L I G I O U S | O R G A N I Z A T I O N | C O N T R O L |
| | (RELATIONSHIP) | | (PERSONAL GROWTH DIMENSION) | | | | | (SYSTEMS MAINTENANCE) | | |

FAMILY INCONGRUENCE SCORE:  36
RESEARCHER INCONGRUENCE SCORE:  40
CLUSTER TYPE:  STRUCTURED ORIENTED (SYSTEMS MAINTENANCE)

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: Ira & Joan Ronson
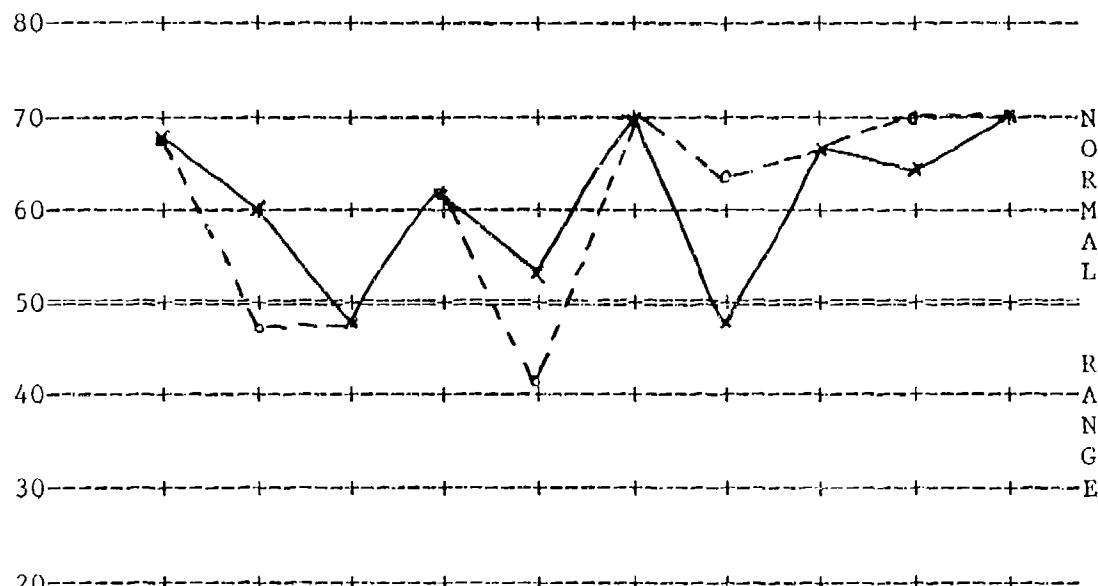


STANDARD SCORES:

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| HUSBAND | 68 | 60 | 48 | 62 | 53 | 70 | 48 | 67 | 64 | 70 (x) |
| WIFE | 68 | 47 | 48 | 62 | 41 | 70 | 64 | 67 | 70 | 70 (o) |

| C | E | C | I | A | I | A | M | O | C |
|---|---|---|---|---|---|---|---|---|---|
| O | X | O | N | C | N | C | O | R | O |
| H | P | N | D | H | T | T | R | G | N |
| E | R | F | E | I | E | I | A | A | T |
| S | E | L | P | E | L | V | L | N | R |
| I | S | I | E | V | L | E | – | I | O |
| O | I | C | N | E | E | – | R | Z | L |
| N | V | T | D | M | C | R | E | A | |
| | E | | E | E | T | E | L | T | |
| | N | | N | N | U | C | I | I | |
| | E | | C | T | A | R | G | O | |
| | S | | E | | L | E | I | N | |
| | S | | | | | A | O | | |
| | | | | | | T | U | | |
| | | | | | | | S | | |

(RELATIONSHIP)    (PERSONAL GROWTH DIMENSION)    (SYSTEMS
                                                MAINTENANCE)

FAMILY INCONGRUENCE SCORE: 36

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: John & Doris Ryerson



STANDARD SCORES

| FAMILY | 68 | 70 | 38 | 49 | 56 | 52 | 62 | 69 | 59 | 62 (x) |
|--------|----|----|----|----|----|----|----|----|----|--------|
| | C | E | C | I | A | I | A | M | O | C |
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | I | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | – | I | O |
| | O | S | C | N | E | E | – | R | Z | L |
| | N | I | T | D | M | C | R | E | A | |
| | | V | | E | E | T | E | L | T | |
| | | E | | E | E | U | E | I | I | |
| | | N | | N | N | A | C | G | O | |
| | | E | | C | T | L | R | I | N | |
| | | S | | E | | | E | O | | |
| | | S | | | | | A | U | | |
| | | | | | | | T | S | | |

| (RELATIONSHIP) | (PERSONAL GROWTH DIMENSION) | (SYSTEMS MAINTENANCE) |
|---|---|---|

FAMILY INCONGRUENCE SCORE:  40
RESEARCHER INCONGRUENCE SCORE:  40
CLUSTER TYPE:  STRUCTURE-ORIENTED (SYSTEMS MAINTENANCE)

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: John & Doris Ryerson



STANDARD SCORES:

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| HUSBAND | 68 | 66 | 38 | 45 | 53 | 58 | 64 | 67 | 53 | 65 (x) |
| WIFE | 68 | 73 | 38 | 53 | 60 | 46 | 59 | 72 | 64 | 59 (o) |

| | C | E | C | I | A | I | A | M | O | C |
|---|---|---|---|---|---|---|---|---|---|---|
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | I | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | – | I | O |
| | O | I | C | N | E | E | – | R | Z | L |
| | N | V | T | D | M | C | R | E | A | |
| | | E | | E | E | T | E | L | T | |
| | | N | | N | N | U | C | I | I | |
| | | E | | C | T | A | R | G | O | |
| | | S | | E | | L | E | I | N | |
| | | S | | | | | A | O | | |
| | | | | | | | T | U | | |
| | | | | | | | | S | | |

(RELATIONSHIP)　　(PERSONAL GROWTH DIMENSION)　　(SYSTEMS
　　　　　　　　　　　　　　　　　　　　　　　　　　　MAINTENANCE)

FAMILY INCONGRUENCE SCORE: 40

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: Tim & Eva Sanders
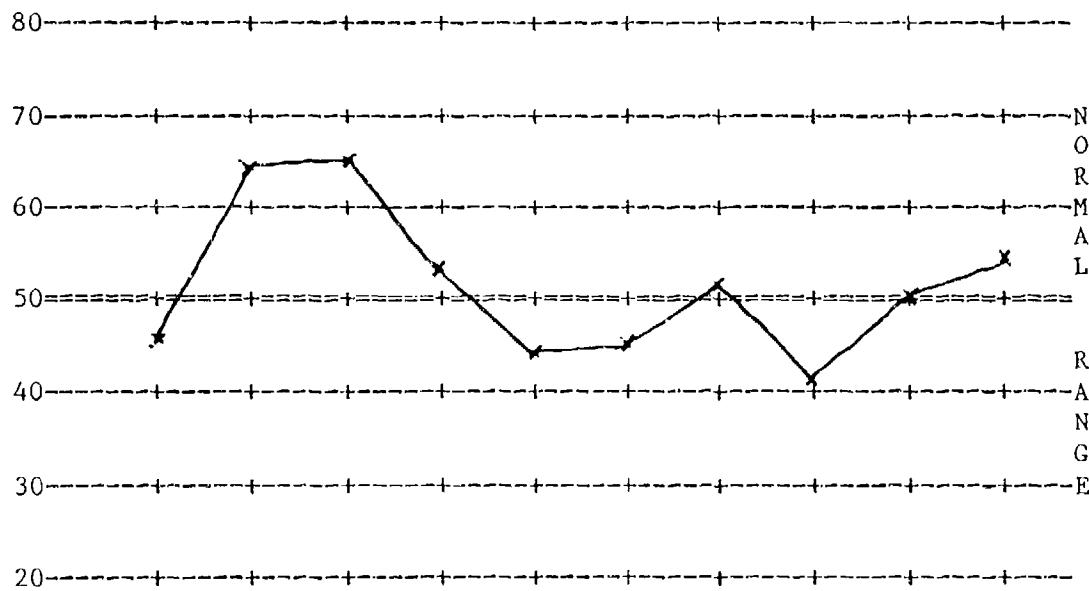


STANDARD SCORES

| FAMILY | 46 | 63 | 65 | 53 | 44 | 46 | 51 | 41 | 50 | 54 (x) |
|---|---|---|---|---|---|---|---|---|---|---|
| | C | E | C | I | A | I | A | M | O | C |
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | I | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | - | I | O |
| | O | I | C | N | E | E | E | R | Z | L |
| | N | V | T | D | M | C | - | E | A | |
| | | E | | E | E | T | R | L | T | |
| | | N | | N | N | U | E | I | I | |
| | | E | | C | T | A | C | G | O | |
| | | S | | E | | L | R | I | N | |
| | | S | | | | | E | O | | |
| | | | | | | | A | U | | |
| | | | | | | | T | S | | |

(RELATIONSHIP)　　(PERSONAL GROWTH DIMENSION)　　(SYSTEMS MAINTENANCE)

FAMILY INCONGRUENCE SCORE: 63
RESEARCHER INCONGRUENCE SCORE: 69
CLUSTER TYPE: EXPRESSIVE-CONFLICT (RELATIONSHIP)

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: Tim & Eva Sanders
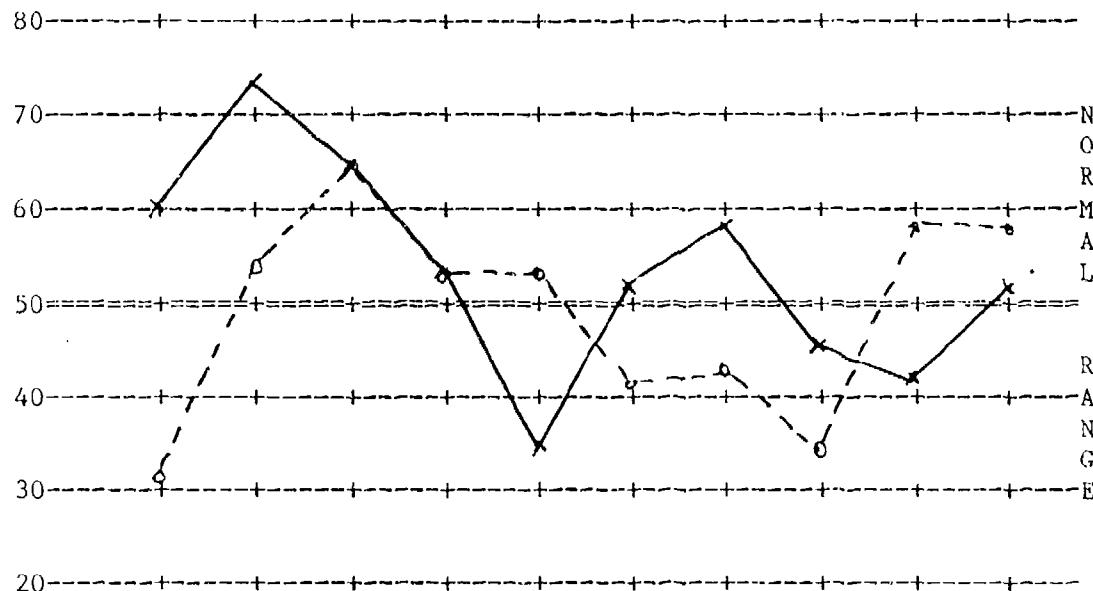


STANDARD SCORES:

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| HUSBAND | 60 | 73 | 65 | 53 | 35 | 52 | 59 | 46 | 42 | 51 (x) |
| WIFE | 31 | 54 | 65 | 53 | 53 | 41 | 43 | 36 | 59 | 59 (o) |

|  | C O H E S I O N | E X P R E S S I V E N E S S | C O N F L I C T | I N D E P E N D E N C E | A C H I E V E M E N T | I N T E L L E C T U A L | A C T I V E – R E C R E A T | M O R A L – R E L I G I O U S | O R G A N I Z A T I O N | C O N T R O L |
|---|---|---|---|---|---|---|---|---|---|---|

(RELATIONSHIP)   (PERSONAL GROWTH DIMENSION)   (SYSTEMS
MAINTENANCE)

FAMILY INCONGRUENCE SCORE: 63

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: <u>Bill & Ann Smith</u>



STANDARD SCORES

| FAMILY | 46 | 54 | 54 | 41 | 60 | 46 | 53 | 69 | 48 | 59 (x) |
|--------|----|----|----|----|----|----|----|----|----|--------|
| | C | E | C | I | A | I | A | M | O | C |
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | I | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | – | I | O |
| | O | I | C | N | E | L | E | R | Z | L |
| | N | V | T | D | M | E | – | E | A | |
| | | E | | E | E | C | R | L | T | |
| | | N | | N | N | T | E | I | I | |
| | | E | | C | T | U | C | G | O | |
| | | S | | E | | A | R | I | N | |
| | | S | | | | L | E | O | | |
| | | | | | | | A | U | | |
| | | | | | | | T | S | | |

(RELATIONSHIP)   (PERSONAL GROWTH DIMENSION)   (SYSTEMS MAINTENANCE)

FAMILY INCONGRUENCE SCORE:  63
RESEARCHER INCONGRUENCE SCORE:  44
CLUSTER TYPE:  EXPRESSIVE CONFLICT-ORIENTED (RELATIONSHIP)

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: Bill & Ann Smith

```
80--------+-----+-----+-----+-----+-----+-----+-----+-----+-----+----
                                                          X
70--------+-----+-----+-----+-----+-----+-----+-----+-----+-----+----N
                                                        / \        O
                                                      Q    \     q  R
60---X-----X-----+-----+-----X-----+-----+-----+-----+-----X-----+--M
      \   / \   o   \   / \  /     \   /         /    \   /  \      A
       \ /   \ /   \ /    \ /       \ /         /      \ /    \     L
50=====+=====+===o=+=====+=====+=====+=====+=====+=====+=====+=====
                                                                   R
40-------+-----+-----+--X--+-----+-----+-----+-----+-----+--,--+----A
        /               \   /   o       /           \   /          N
       /                 X           \  /             o             G
30----o-----+-----+-----+-----+-----+-----+-----+-----+-----+------E

20--------+-----+-----+-----+-----+-----+-----+-----+-----+-----+----
```
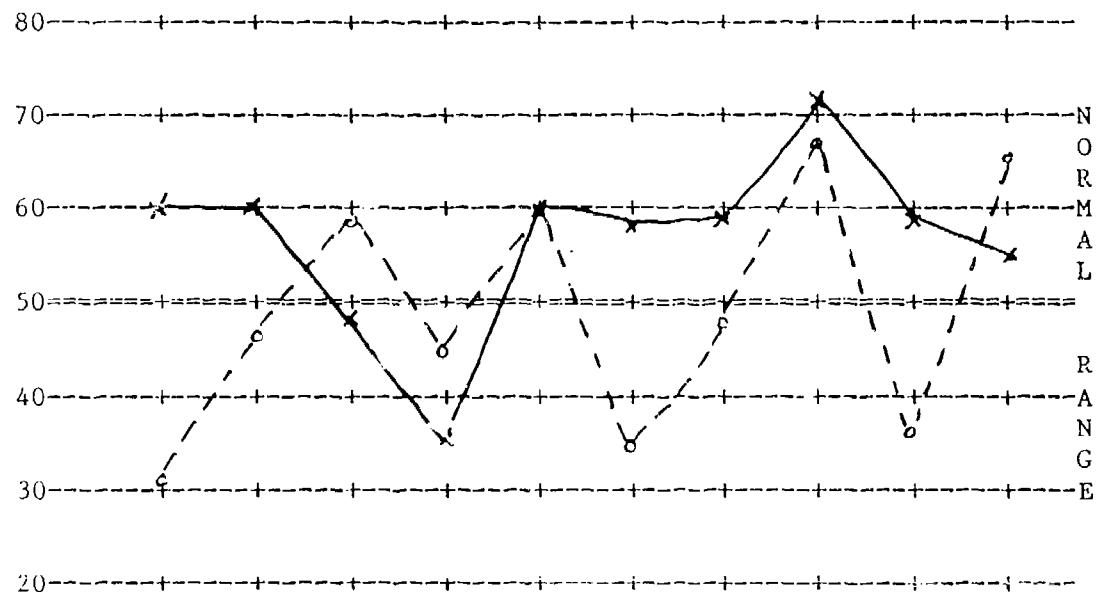
STANDARD SCORES:

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| HUSBAND | 60 | 60 | 48 | 36 | 60 | 58 | 59 | 72 | 59 | 54 (x) |
| WIFE | 31 | 47 | 59 | 45 | 60 | 35 | 48 | 67 | 37 | 65 (o) |

| C | E | C | I | A | I | A | M | O | C |
|---|---|---|---|---|---|---|---|---|---|
| O | X | O | N | C | N | C | O | R | O |
| H | P | N | D | H | T | T | R | G | N |
| E | R | F | E | I | E | I | A | A | T |
| S | E | L | P | E | L | V | L | N | R |
| I | S | I | E | V | L | E | - | I | O |
| O | I | C | N | E | E | - | R | Z | L |
| N | V | T | D | M | C | R | E | A | |
| | E | | E | E | T | E | L | T | |
| | N | | N | N | U | C | I | I | |
| | E | | C | T | A | R | G | O | |
| | S | | E | | L | E | I | N | |
| | S | | | | | A | O | | |
| | | | | | | T | U | | |
| | | | | | | | S | | |

(RELATIONSHIP)　(PERSONAL GROWTH DIMENSION)　(SYSTEMS MAINTENANCE)

FAMILY INCONGRUENCE SCORE: 63

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: Phil & Sandra Spenser
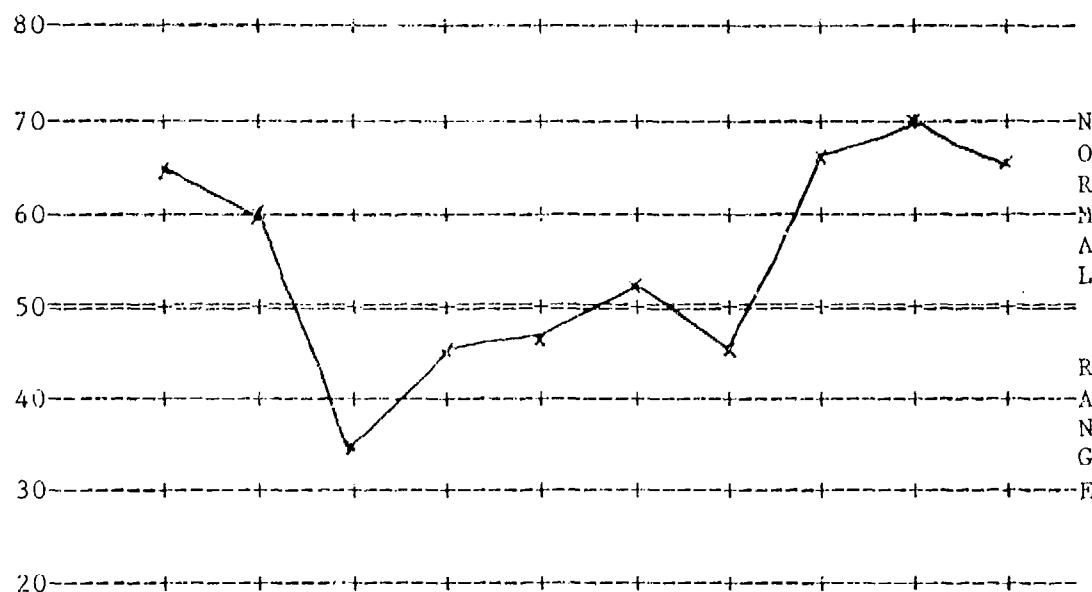


STANDARD SCORES

| FAMILY | 64 | 60 | 35 | 45 | 47 | 52 | 45 | 67 | 70 | 65 (x) |
|---|---|---|---|---|---|---|---|---|---|---|
| | C | E | C | I | A | I | A | M | O | C |
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | I | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | - | I | O |
| | O | I | C | N | E | E | - | R | Z | L |
| | N | V | T | D | M | C | R | E | A | |
| | | E | | E | E | T | E | L | T | |
| | | N | | N | N | U | C | I | I | |
| | | E | | C | T | A | R | G | O | |
| | | S | | E | | L | E | I | N | |
| | | S | | | | | A | O | | |
| | | | | | | | T | U | | |
| | | | | | | | | S | | |

| (RELATIONSHIP) | (PERSONAL GROWTH DIMENSION) | (SYSTEMS MAINTENANCE) |
|---|---|---|

FAMILY INCONGRUENCE SCORE: 30
RESEARCHER INCONGRUENCE SCORE: 42
CLUSTER TYPE: STRUCTURE-ORIENTED (SYSTEMS MAINTENANCE)

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: Phil & Sandra Spenser
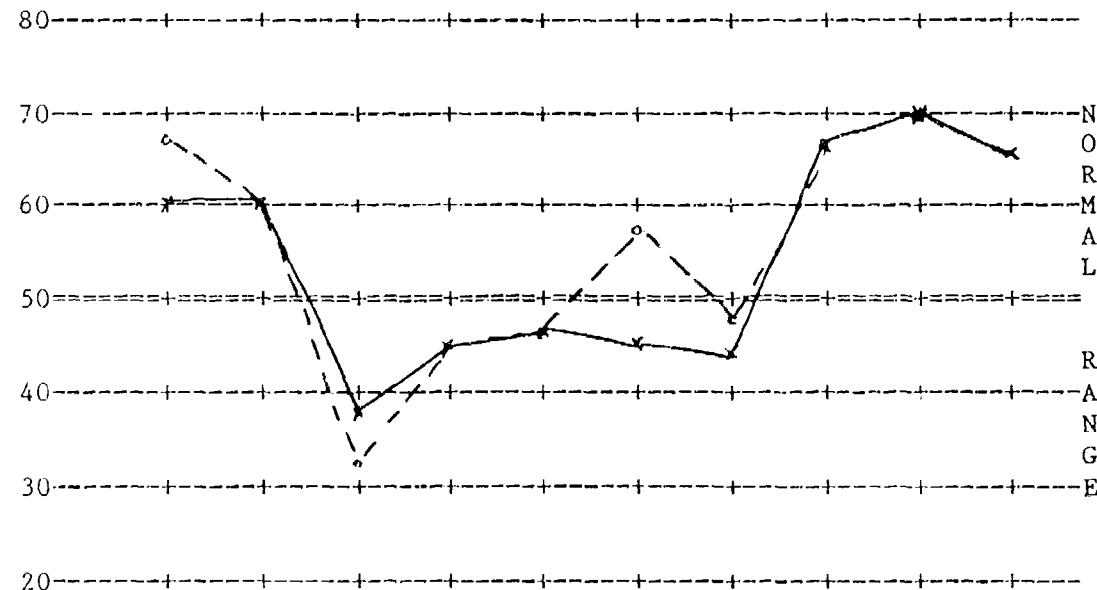


STANDARD SCORES:

| HUSBAND | 60 | 60 | 38 | 45 | 47 | 46 | 43 | 67 | 70 | 65 (x) |
|---------|----|----|----|----|----|----|----|----|----|--------|
| WIFE | 68 | 60 | 32 | 45 | 47 | 58 | 48 | 67 | 70 | 65 (o) |

|  | C O H E S I O N | E X P R E S S I V E N E S S | C O N F L I C T | I N D E P E N D E N C E | A C H I E V E M E N T | I N T E L L E C T U A L | A C T I V E - R E C R E A T | M O R A L - R E L I G I O U S | O R G A N I Z A T I O N | C O N T R O L |
|--|--|--|--|--|--|--|--|--|--|--|

| (RELATIONSHIP) | (PERSONAL GROWTH DIMENSION) | (SYSTEMS MAINTENANCE) |
|---|---|---|

FAMILY INCONGRUENCE SCORE: 30

269

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: <u>Paul & Anita Strum</u>
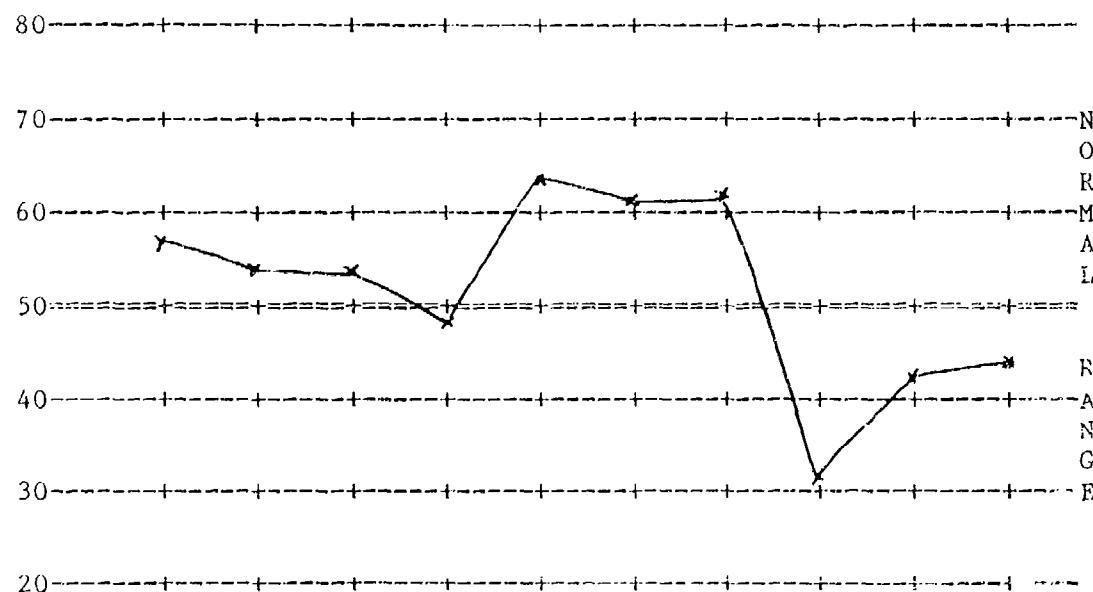


STANDARD SCORES

| FAMILY | 57 | 54 | 54 | 49 | 63 | 61 | 62 | 31 | 42 | 43 (x̄) |
|---|---|---|---|---|---|---|---|---|---|---|
| | C O H E S I O N | E X P R E S S I V E N E S S | C O N F L I C T | I N D E P E N D E N C E | A C H I E V E M E N T | I N T E L L E C T U A L | A C T I V E - R E C R E A T U A L | M O R A L - R E L I G I O U S | O R G A N I Z A T I O N | C O N T R O L |

(RELATIONSHIP)　　(PERSONAL GROWTH DIMENSION)　　(SYSTEMS MAINTENANCE)

FAMILY INCONGRUENCE SCORE: 80
RESEARCHER INCONGRUENCE SCORE: 65
CLUSTER TYPE: M=ACHIEVEMENT-VIA-CONFORMITY/F=EXPRESSIVE INDEPENDENCE

## FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
## HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: <u>Paul & Anita Strum</u>



STANDARD SCORES:
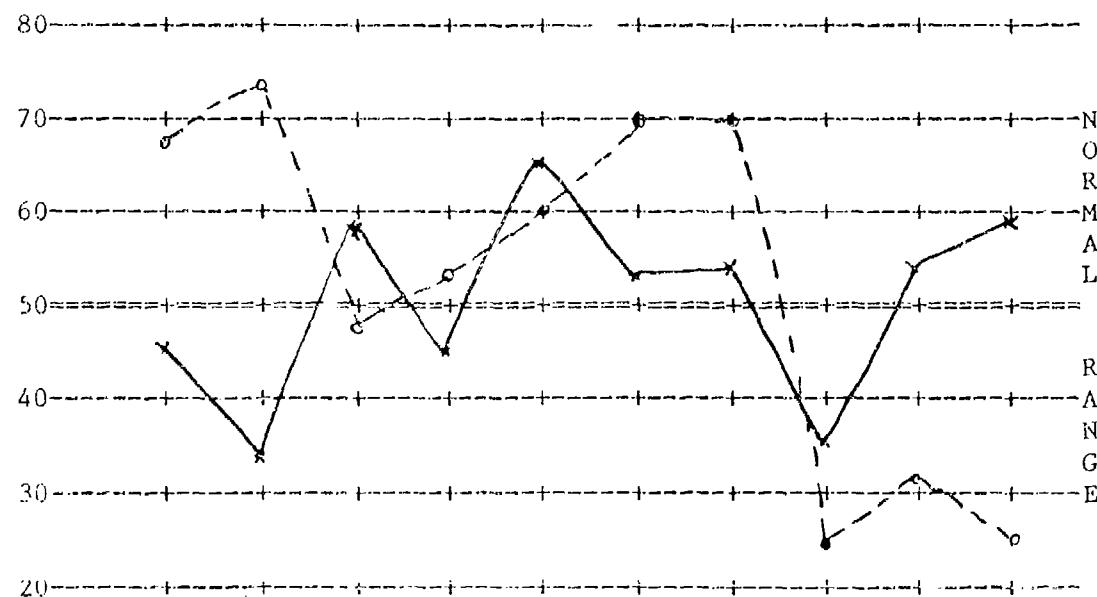
| | C O H E S I O N | E X P R E S S I V E N E S S | C O N F L I C T | I N D E P E N D E N C E | A C H I E V E M E N T | I N T E L L E C T U A L | A C T I V E - R E C R E A T | M O R A L - R E L I G I O U S | O R G A N I Z A T I O N | C O N T R O L | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| HUSBAND | 46 | 34 | 59 | 45 | 66 | 52 | 53 | 36 | 53 | 59 | (x) |
| WIFE | 68 | 73 | 48 | 53 | 60 | 70 | 70 | 26 | 31 | 26 | (o) |

(RELATIONSHIP)   (PERSONAL GROWTH DIMENSION)   (SYSTEMS MAINTENANCE)

FAMILY INCONGRUENCE SCORE:   80

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: <u>Gerry & Paula Tinley</u>
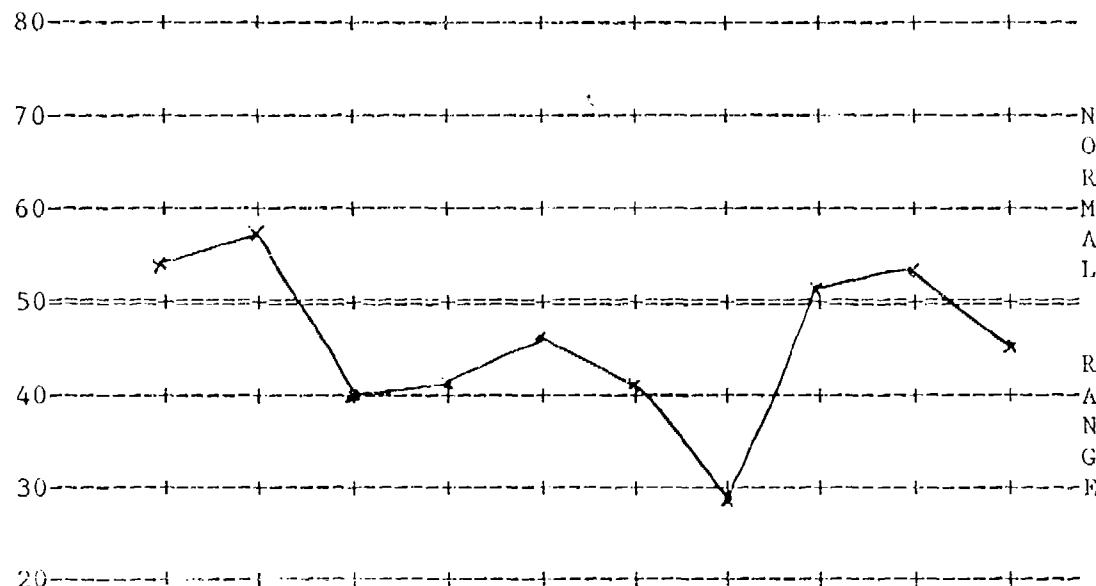


STANDARD SCORES

| FAMILY | 53 | 57 | 40 | 41 | 47 | 41 | 29 | 51 | 53 | 45 (x) |
|---|---|---|---|---|---|---|---|---|---|---|
| | C | E | C | I | A | I | A | M | O | C |
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | I | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | – | I | O |
| | O | S | C | N | E | E | – | R | Z | L |
| | N | I | T | D | M | C | R | E | A | |
| | | V | | E | E | T | E | L | T | |
| | | E | | N | N | U | C | I | I | |
| | | N | | C | T | A | R | G | O | |
| | | E | | E | | L | E | I | N | |
| | | S | | | | | A | O | | |
| | | S | | | | | T | U | | |
| | | | | | | | | S | | |

     (RELATIONSHIP)   (PERSONAL GROWTH DIMENSION)  (SYSTEMS
                                                     MAINTENANCE)

FAMILY INCONGRUENCE SCORE: 53
RESEARCHER INCONGRUENCE SCORE: 64
CLUSTER TYPE: STRUCTURE-ORIENTED (SYSTEMS MAINTENANCE)

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: <u>Gerry & Paula Tinley</u>
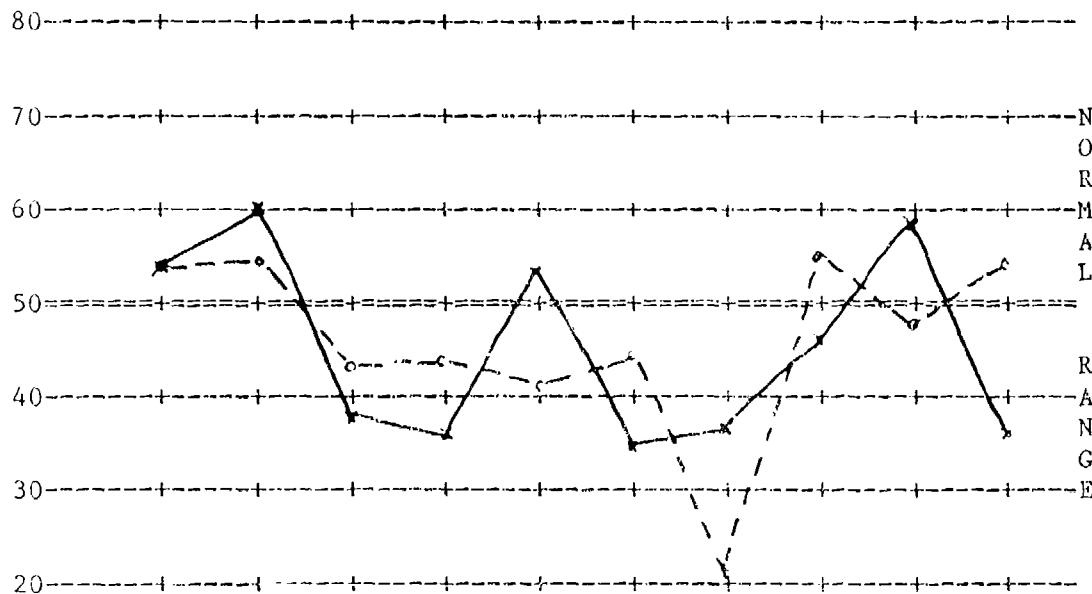


STANDARD SCORES:

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| HUSBAND | 53 | 60 | 38 | 36 | 53 | 35 | 37 | 46 | 59 | 37 (x) |
| WIFE | 53 | 54 | 43 | 45 | 41 | 46 | 21 | 56 | 48 | 54 (o) |
| | C | E | C | I | A | I | A | M | O | C |
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | I | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | – | I | O |
| | O | I | C | N | E | E | – | R | Z | L |
| | N | V | T | D | M | C | R | E | A | |
| | | E | | E | E | T | E | L | T | |
| | | N | | N | N | U | C | I | I | |
| | | E | | C | T | A | R | G | O | |
| | | S | | E | | L | E | I | N | |
| | | S | | | | | A | O | | |
| | | | | | | | T | U | | |
| | | | | | | | | S | | |

(RELATIONSHIP)    (PERSONAL GROWTH DIMENSION)    (SYSTEMS MAINTENANCE)

FAMILY INCONGRUENCE SCORE: 53

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: Carl & Judy Wallin
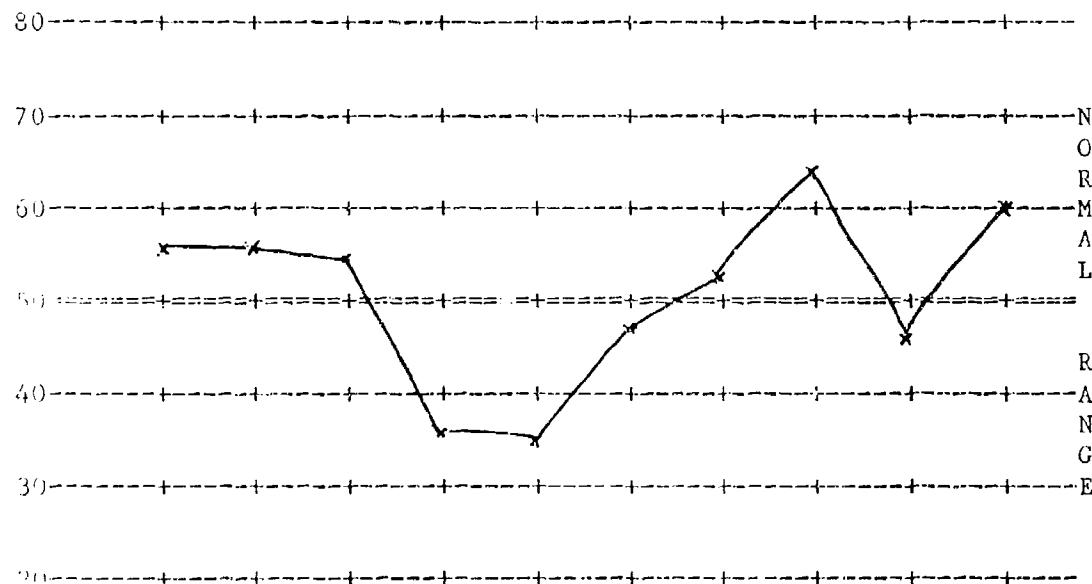


STANDARD SCORES

| FAMILY | 56 | 57 | 55 | 36 | 34 | 47 | 52 | 64 | 46 | 60 | (x) |
|--------|----|----|----|----|----|----|----|----|----|----|-----|
| | C | E | C | I | A | I | A | M | C | C | |
| | O | X | O | N | C | N | C | O | R | O | |
| | H | P | N | D | H | T | T | R | G | N | |
| | E | R | F | E | I | E | I | A | A | T | |
| | S | E | L | P | E | L | V | L | N | R | |
| | I | S | I | E | V | L | E | – | I | O | |
| | O | I | C | N | E | E | – | R | Z | L | |
| | N | V | T | D | M | C | R | E | A | | |
| | | E | | E | E | T | E | L | T | | |
| | | N | | N | N | U | C | I | I | | |
| | | E | | C | T | A | R | G | O | | |
| | | S | | E | | L | E | I | N | | |
| | | S | | | | | A | O | | | |
| | | | | | | | T | U | | | |
| | | | | | | | | S | | | |

(RELATIONSHIP)    (PERSONAL GROWTH DIMENSION)    (SYSTEMS
                                                  MAINTENANCE)

FAMILY INCONGRUENCE SCORE:  54
RESEARCHER INCONGRUENCE SCORE:  56
CLUSTER TYPE:  EXPRESSIVE-ORIENTED (RELATIONSHIP)

FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: Carl & Judy Wallin
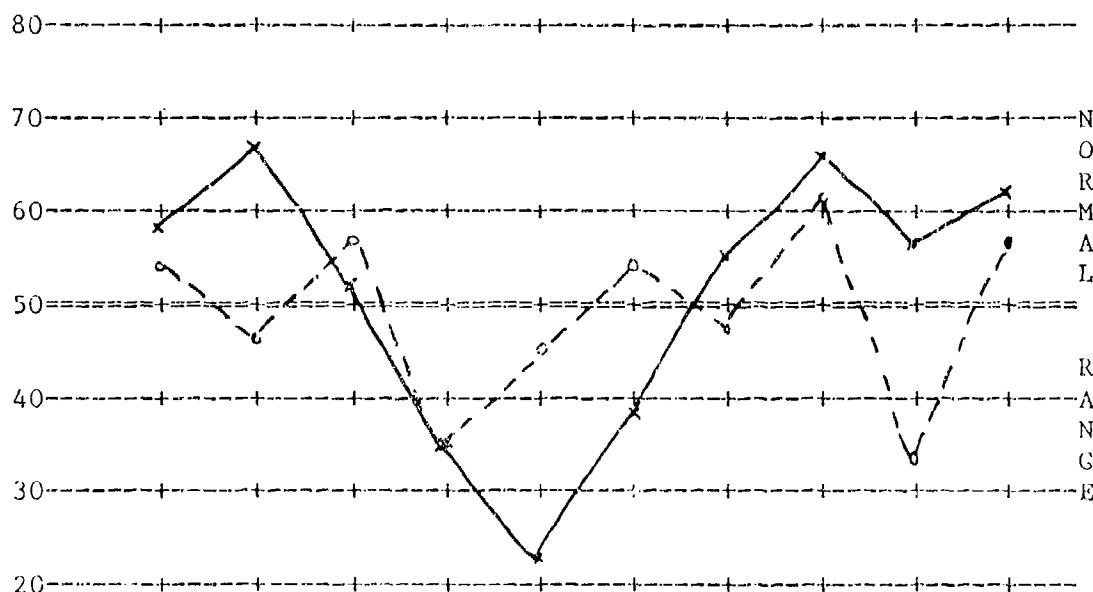


STANDARD SCORES:

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| HUSBAND | 59 | 67 | 52 | 36 | 22 | 39 | 55 | 66 | 57 | 62 (x) |
| WIFE | 53 | 47 | 57 | 36 | 46 | 54 | 49 | 61 | 34 | 57 (o) |

| | C | E | C | I | A | I | A | M | O | C |
|---|---|---|---|---|---|---|---|---|---|---|
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | J | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | - | I | O |
| | O | I | C | N | E | E | - | R | Z | L |
| | N | V | T | D | M | C | R | E | A | |
| | | E | | E | E | T | E | L | T | |
| | | N | | N | N | U | C | I | I | |
| | | E | | C | T | A | R | C | O | |
| | | S | | E | U | L | E | I | N | |
| | | S | | | A | | E | O | | |
| | | | | | L | | A | U | | |
| | | | | | | | T | S | | |

| (RELATIONSHIP) | (PERSONAL GROWTH DIMENSION) | (SYSTEMS MAINTENANCE) |
|---|---|---|

FAMILY INCONGRUENCE SCORE: 54

## FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
## HUSBAND/WIFE STANDARD SCORES COMBINED

NAME: <u>Billy & Susie Warner</u>
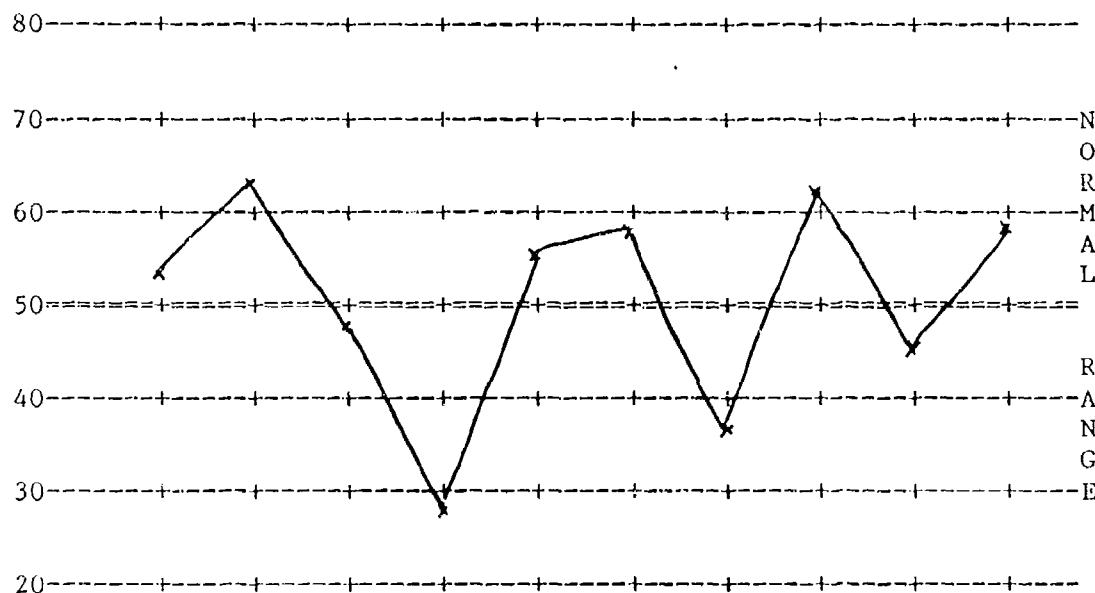


STANDARD SCORES

| FAMILY | 53 | 63 | 48 | 28 | 56 | 58 | 37 | 62 | 45 | 59 (x) |
|---|---|---|---|---|---|---|---|---|---|---|
| | C | E | C | I | A | I | A | M | O | C |
| | O | X | O | N | C | N | C | O | R | O |
| | H | P | N | D | H | T | T | R | G | N |
| | E | R | F | E | I | E | I | A | A | T |
| | S | E | L | P | E | L | V | L | N | R |
| | I | S | I | E | V | L | E | – | I | O |
| | O | I | C | N | E | E | E | R | Z | L |
| | N | V | T | D | M | C | – | E | A | |
| | | E | | E | E | T | R | L | T | |
| | | N | | N | N | U | E | I | I | |
| | | E | | C | T | A | C | G | O | |
| | | S | | E | | L | R | I | N | |
| | | S | | | | | E | O | | |
| | | | | | | | A | U | | |
| | | | | | | | T | S | | |

| (RELATIONSHIP) | (PERSONAL GROWTH DIMENSION) | (SYSTEMS MAINTENANCE) |
|---|---|---|

FAMILY INCONGRUENCE SCORE: 46
RESEARCHER INCONGRUENCE SCORE: 57
CLUSTER TYPE: EXPRESSIVE-ORIENTED (RELATIONSHIP DIMENSION)

## FAMILY ENVIRONMENT SCALE PROFILE (REALISTIC FORM)
### HUSBAND/WIFE STANDARD SCORES COMPARED

NAME: <u>Billy & Susie Warner</u>
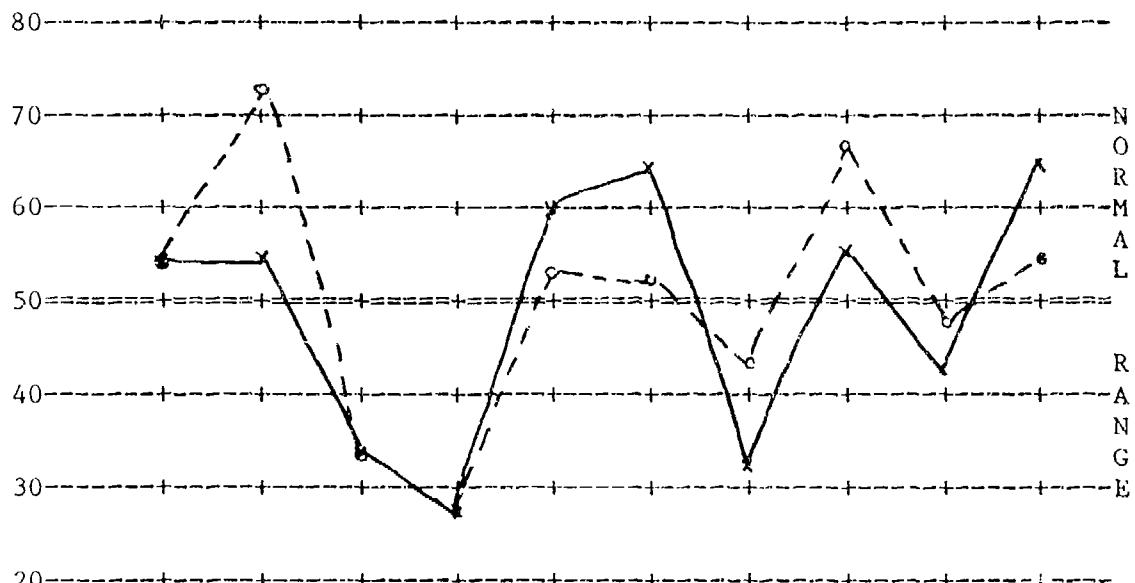


STANDARD SCORES:

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| HUSBAND | 53 | 54 | 34 | 28 | 60 | 64 | 32 | 56 | 42 | 65 (x) |
| WIFE | 53 | 73 | 34 | 28 | 53 | 52 | 43 | 67 | 48 | 54 (o) |

| C | E | C | I | A | I | A | M | O | C |
|---|---|---|---|---|---|---|---|---|---|
| O | X | O | N | C | N | C | O | R | O |
| H | P | N | D | H | T | T | R | G | N |
| E | R | F | E | I | E | I | A | A | T |
| S | E | L | P | E | L | V | L | N | R |
| I | S | I | E | V | L | E | - | I | O |
| O | I | C | N | E | E | - | R | Z | L |
| N | V | T | D | M | C | R | E | A | |
| | E | | E | E | T | E | L | T | |
| | N | | N | N | U | C | I | I | |
| | E | | C | T | A | R | G | O | |
| | S | | E | | L | E | I | N | |
| | S | | | | | A | O | | |
| | | | | | | T | U | | |
| | | | | | | | S | | |

————————— (RELATIONSHIP)   (PERSONAL GROWTH DIMENSION)   (SYSTEMS MAINTENANCE)

FAMILY INCONGRUENCE SCORE: 46

APPENDIX D.   FAMILY DEMOGRAPHIC SNAPSHOTS

(In alphabetical order)

Family Questionaire for <u>Jack and Betty Arnold</u>

| <u>Normative Data</u> | <u>Soldier</u> | <u>Spouse</u> |
|---|---|---|
| Occupation | Personnel Chief | Housewife |
| Years in Army | 13 years | |
| Rank | WØ2 | |
| Spouse ever in military? | | No |
| Sex | Male | Female |
| Education | BA, 1/2 MA | AA |
| Age | 38 | 37 |
| Race | White | White |
| Nationality | American | American |
| Religion | Agnostic | None |
| Years Married | 11 years | |
| Years shared military experience | 10 years | |
| # of times married | once | |
| # of children, ages, gender | boy 11, girl 8 | |
| From military family? | No | No |
| Siblings in military? | No | No |
| How long here? | 3 years | |
| Housing Here? | Junior officer area townhouse | |
| Number of PCS's? | 5 | |
| Number of Overseas Assignments? | 2 | 1 |

Family Questionaire for <u>Earl</u> & <u>Dawn Bridgeton</u>

| <u>Normative Data</u> | <u>Soldier</u> | <u>Spouse</u> |
|---|---|---|
| Occupation | Technician | Clerk |
| Years in Army | 15 | |
| Rank | CW3 | |
| Spouse ever in military? | | No |
| Sex | Male | Female |
| Education | BA, part MA | HS+ |
| Age | 42 | 39 |
| Race | White | White |
| Nationality | American | American |
| Religion | Baptist | Baptist |
| Years Married | | 13 |
| Years shared military experience | | 13 |
| # of times married | 2 | 2 |
| # of children, ages, gender | Boy 12 | (Wife has child not with her.) |
| From military family? | No | No |
| Siblings in military? | No | No |
| How long here? | | One year |
| Housing Here? | | Government leased housing |
| Number of PCS's? | | 4 |
| Number of Overseas Assignments? | | 1 |
| Command Sponsored? | | Yes |
| Concurrent Travel? | | Yes |

Family Questionaire for  <u>Larry and Betty Brown</u>

| <u>Normative Data</u> | <u>Soldier</u> | <u>Spouse</u> |
|---|---|---|
| Occupation | Training SGM | Housewife |
| Years in Army | 26 | |
| Rank | SGM (E-9) | |
| Spouse ever in military? | No | |
| Sex | Male | Female |
| Education | BA, part MA | HS+ |
| Age | 48 | 60 |
| Race | Black | Black |
| Nationality | American | American |
| Religion | Catholic | Baptist |

| | | |
|---|---|---|
| Years Married | 20 | |
| Years shared military experience | 20 | |
| # of times married | 1 | 2 |
| # of children, ages, gender | Girl, age 17 | |
| From military family? | No | No |
| Siblings in military? | No | No |
| How long here? | 5 years | |
| Housing Here? | Own Home | |
| Number of PCS's? | 7 | |
| Number of Overseas Assignments? | 3 | 2 |

Family Questionnaire for <u>Peter & Carla Burke</u> .

| Normative Data | Soldier | Spouse |
|---|---|---|
| Occupation | Personnel Officer | Housewife |
| Years in Army | 21 | |
| Rank | MAJ (0-4) | |
| Spouse ever in military? | | No |
| Sex | Male | Female |
| Education | MA in Personnel Management | 1/2 year of college |
| Age | 46 | 45 |
| Race | White | White |
| Nationality | American | American |
| Religion | Lutheran | Lutheran |

Years Married:  25 years

Years shared military experience:  21 years

# of times married  Once

# of children, ages, gender:  Two girls 18 & 14, one boy 10

| From military family? | No | No |
|---|---|---|
| Siblings in military? | No | Brother drafted |
| How long here? | 3 years | 3 years |
| Housing Here? | Stairwell Apartment | |
| Number of PCS's? | Eight, one of them unaccompanied | |
| Number of Overseas Assignments? | 3 | 2 |
| Command Sponsored? | Yes | |
| Concurrent Travel? | Yes | |

Family Questionaire for  John and Lynn Carlson .

| Normative Data | Soldier | Spouse |
|---|---|---|
| Occupation | Staff Officer | Housewife |
| Years in Army | 17 | |
| Rank | MAJ (0-4) | |
| Spouse ever in military? | | No |
| Sex | Male | Female |
| Education | MA + | BA |
| Age | 40 | 38 |
| Race | White | White |
| Nationality | American | American |
| Religion | Catholic | Catholic |
| Years Married | | 17 |
| Years shared military experience | | 17 |
| # of times married | | Once |
| # of children, ages, gender | | Girl 13, boy 12, boy 8 |
| From military family? | Yes | Yes |
| Siblings in military? | Yes | No |
| How long here? | | 3 years |
| Housing Here? | Own home | |
| Number of PCS's? | | 7 |
| Number of Overseas Assignments? | 3 | 2 |

Family Questionaire for <u>Ron & Susan Kingsly</u>

| Normative Data | Soldier | Spouse |
|---|---|---|
| Occupation | 75Z (Admin) | Manage Assist |
| Years in Army | 24.5 yrs | 4 (now out) |
| Rank | SGM (E-9) | |
| Spouse ever in military? | | Yes |
| Sex | Male | Female |
| Education | HS | 2 yrs college |
| Age | 42 | 38 |
| Race | White | White |
| Nationality | American | American |
| Religion | Southern Baptist | Southern Baptist |
| Years Married | | 12 |
| Years shared military experience | | 12 |
| # of times married | 2 | 1 |
| # of children, ages, gender | | 1 girl, age 8 |
| From military family? | No | No |
| Siblings in military? | 2 older brothers | No |
| How long here? | | 3 yrs |
| Housing Here? | On-Post Stairwell Apartment | |
| Number of PCS's? | | 6 |
| Number of Overseas Assignments? | | 2 |
| Command Sponsored? | | Yes |
| Concurrent Travel? | | Yes |

Family Questionaire for  Ron and June Long

| Normative Data | Soldier | Spouse |
|---|---|---|
| Occupation | Dental Lab Tech | Teacher |
| Years in Army | 12 | |
| Rank | SSG (E-6) | |
| Spouse ever in military? | | No |
| Sex | Male | Female |
| Education | AA | BA |
| Age | 36 | 34 |
| Race | White | White |
| Nationality | American | American |
| Religion | Protestant | Christian |

| | |
|---|---|
| Years Married | 13 |
| Years shared military experience | 12 |
| # of times married | Once |
| # of children, ages, gender | Girl 11, Boy 8, Boy 4 |

| | Soldier | Spouse |
|---|---|---|
| From military family? | No | No |
| Siblings in military? | No | No |

| | |
|---|---|
| How long here? | Three years |
| Housing Here? | Enlisted area townhouse |
| Number of PCS's? | 5 |
| Number of Overseas Assignments? | 2 |

Family Questionaire for  Bob and Gayle Mack

| Normative Data | Soldier | Spouse |
|---|---|---|
| Occupation | Staff Officer | Medical Clerk |
| Years in Army | 18 | |
| Rank | LTC (0-5) | |
| Spouse ever in military? | | No |
| Sex | Male | Female |
| Education | MA (Management) | BS (English) |
| Age | 46 | 46 |
| Race | White | White |
| Nationality | American | American |
| Religion | Protestant | Protestant |
| Years Married | 23 | |
| Years shared military experience | 18 | |
| # of times married | Once | |
| # of children, ages, gender | Boy 21, Girl 19 | |
| From military family? | No | No |
| Siblings in military? | No | No |
| How long here? | 2 years | |
| Housing Here? | Field grade officer area duplex | |
| Number of PCS's? | 12 | |
| Number of Overseas Assignments? | 3 | |

Family Questionaire for <u>Robert & Helga Onley</u>

| <u>Normative Data</u> | <u>Soldier</u> | <u>Spouse</u> |
|---|---|---|
| Occupation | Microwave Tech | Relocation Mgr |
| Years in Army | 16.5 years | |
| Rank | SFC (E-7) | |
| Spouse ever in military? | | No |
| Sex | Male | Female |
| Education | 14 years | 14 years |
| Age | 34 | 33 |
| Race | White | White |
| Nationality | American | German |
| Religion | Church of Christ | same |
| Years Married | | 14.5 years |
| Years shared military experience | | 14.5 years |
| # of times married | | once |
| # of children, ages, gender | Two boys, ages 13 & 10 | |
| From military family? | No | No |
| Siblings in military? | No | No |
| How long here? | | 1 year |
| Housing Here? | Own home in German community | |
| Number of PCS's? | Seven | |
| Number of Overseas Assignments? | Three | |
| Command Sponsored? | Yes | |
| Concurrent Travel? | Yes | |

Family Questionaire for   Ira and Joan Ronson

| Normative Data | Soldier | Spouse |
|---|---|---|
| Occupation | Staff Officer (Inf) | Housewife |
| Years in military | 15 | |
| Rank | MAJ (0-4) | |
| Spouse ever in military? | | No |
| Sex | Male | Female |
| Education | BA | BA |
| Age | 37 | 37 |
| Race | White | White |
| Nationality | American | American |
| Religion | Catholic | Catholic |

| | | |
|---|---|---|
| Years Married | 15 | |
| Years shared military experience | 15 | |
| # of times married | Once | |
| # of children, ages, gender | Boy 13, girl 11, girl 9, boy 7 | |
| From military family? | No | No |
| Siblings in military? | No | No |
| How long here? | One year | |
| Housing Here? | Own Home | |
| Number of PCS's? | 12 | |
| Number of Overseas Assignments? | 2 | 1 |

Family Questionaire for <u>John & Doris Ryerson</u>

| Normative Data | Soldier | Spouse |
|---|---|---|
| Occupation | Computer Spec | ACS Director |
| Years in Army | 18 years | |
| Rank | CW3 | |
| Spouse ever in military? | | No |
| Sex | Male | Female |
| Education | MBA | MSW |
| Age | 40 | 39 |
| Race | White | White |
| Nationality | American | American |
| Religion | Baptist | Baptist |
| Years Married | | 20 years |
| Years shared military experience | | 18 years |
| # of times married | | once |
| # of children, ages, gender | Two girls, ages 15 and 11 | |
| From military family? | Yes | Yes |
| Siblings in military? | Sister | No |
| How long here? | 3 years | |
| Housing Here? | Three bedroom townhouse private rental | |
| Number of PCS's? | 7 | |
| Number of Overseas Assignments? | 4 | 3 |
| Command Sponsored? | Yes | |
| Concurrent Travel? | Yes, but 2 month delay, not their choice | |

Family Questionaire for   Tim and Eva Sanders

| Normative Data | Soldier | Spouse |
|---|---|---|
| Occupation | Staff Officer (Inf) | Housewife |
| Years in Military | 22 | |
| Rank | LTC (0-5) | |
| Spouse ever in military? | | No |
| Sex | Male | Female |
| Education | BA | HS |
| Age | 41 | 38 |
| Race | White | White |
| Nationality | American | American |
| Religion | Catholic | None |
| Years Married | 14 | |
| Years shared military experience | 14 | |
| # of times married | 1 | 2 |
| # of children, ages, gender | Boy 12, Boy 11, Boy 8 | |
| From military family? | No | No |
| Siblings in military? | No | No |
| How long here? | 2 years | |
| Housing Here? | Senior Officer Quarters | |
| Number of PCS's? | 7 | |
| Number of Overseas Assignments? | 1 unaccompanied | |

Family Questionaire for <u>Bill & Ann Smith</u>

| <u>Normative Data</u> | <u>Soldier</u> | <u>Spouse</u> |
|---|---|---|
| Occupation | Staff Officer | Manage Analyst |
| Years in Army | 19 yrs | |
| Rank | LTC (0-5) | |
| Spouse ever in military? | | No |
| Sex | Male | Female |
| Education | BA | MA |
| Age | 40 | 41 |
| Race | Black | Black |
| Nationality | American | American |
| Religion | Baptist | Catholic |
| Years Married | 19 | |
| Years shared military experience | 19 | |
| # of times married | Once | |
| # of children, ages, gender | Girls 18 and 16, boy 14 | |
| From military family? | No | No |
| Siblings in military? | No | No |
| How long here? | 3 years | |
| Housing Here? | Private rental (townhouse) | |
| Number of PCS's? | 13 | |
| Number of Overseas Assignments? | 3 | 2 |
| Command Sponsored? | Yes | |
| Concurrent Travel? | Yes | |

Family Questionaire for <u>Phil & Sandra Spenser</u>

| Normative Data | Soldier | Spouse |
|---|---|---|
| Occupation | 71L (Admin Spec) | Housewife |
| Years in Army | 19 yrs | |
| Rank | MSG (E-8) | |
| Spouse ever in military? | | No |
| Sex | Male | Female |
| Education | 2 yrs college | 1 yr college |
| Age | 38 | 35 |
| Race | White | White |
| Nationality | American | American |
| Religion | Protestant | Protestant |
| Years Married | 12 | |
| Years shared military experience | 12 | |
| # of times married | Once | |
| # of children, ages, gender | Boys 10 and 7, girl 5 | |
| From military family? | No | No |
| Siblings in military? | No | Brother |
| How long here? | 4 yrs | |
| Housing Here? | Stairwell apartment | |
| Number of PCS's? | 4 | |
| Number of Overseas Assignments? | 2 | 1 |
| Command Sponsored? | Yes | |
| Concurrent Travel? | No, 4 month delay, waiting for housing | |

Family Questionaire for <u>Paul and Anita Strum</u>

| <u>Normative Data</u> | <u>Soldier</u> | <u>Spouse</u> |
|---|---|---|
| Occupation | 71L (Admin Spec) | Administrator |
| Years in Army | 10 | 6 (now out) |
| Rank | E-5 (Promotable) | Formerly E-5 |
| Spouse ever in military? | | Yes, prior |
| Sex | Male | Female |
| Education | 1 year college | MLS |
| Age | 32 | 34 |
| Race | White | White |
| Nationality | American | American |
| Religion | None | None |

Years Married                          5 Years

Years shared military experience:      5 Years

| # of times married | Two | Two |
|---|---|---|

# of children, ages, gender:  Boy age 5, girl age 1
     (He has two boys from 1st marriage, not with him)

| From military family? | No | No |
|---|---|---|
| Siblings in military? | No | No |

How long here?          3 Years at this location

Housing Here?           On-Post Stairwell Apartment

Number of PCS's?        None   (One Inter-Theater Transfer)

Number of Overseas Assignments?   1

Command Sponsored?      Yes

Concurrent Travel?      Not Applicable

Family Questionaire for <u>Gerry & Paula Tinley</u>

| Normative Data | Soldier | Spouse |
|---|---|---|
| Occupation | Medic (91B) | Supply Clerk |
| Years in Army | 26 | |
| Rank | SGM (E-9) | |
| Spouse ever in military? | | No |
| Sex | Male | Female |
| Education | 14 Years | 14 Years |
| Age | 45 | 44 |
| Race | Black | Black |
| Nationality | American | American |
| Religion | Protestant | Protestant |
| Years Married: | 25+ years | |
| Years shared military experience: | 25 years | |
| # of times married | Once | |
| # of children, ages, gender: | 3 Boys, Ages 25, 25, and 21 | |
| From military family? | No | No |
| Siblings in military? | 4 (He was first) | 2 (Her husband was first) |
| How long here? | 12 Months | 11 Months |
| Housing Here? | Gov't leased housing off post | |
| Number of PCS's? | Seven, three of them unaccompanied | |
| Number of Overseas Assignments? | 5 | 2 |
| Command Sponsored? | Yes | |
| Concurrent Travel? | Yes, but wife stayed behind to rent house | |

Family Questionaire for  Carl and Judy Wallin

| Normative Data | Soldier | Spouse |
| --- | --- | --- |
| Occupation | Telephone Repairer | Library Clerk |
| Years in Army | 17 years | |
| Rank | SSG (E-6) | |
| Spouse ever in military? | | No |
| Sex | Male | Female |
| Education | HS + | 14 Years |
| Age | 37 | 34 |
| Race | White | White |
| Nationality | American | Canadian |
| Religion | Catholic | None |

| | | |
| --- | --- | --- |
| Years Married | 13 years | |
| Years shared military experience | 13 years | |
| # of times married | Once | |
| # of children, ages, gender | Girl 12, boys 7 and 4 | |
| From military family? | No | No |
| Siblings in military? | No | No |
| How long here? | 5 years | |
| Housing Here? | Enlisted area townhouse | |
| Number of PCS's? | 4 | |
| Number of Overseas Assignments? | 2 | |

Family Questionaire for <u>Billy and Susie Warner</u>

| Normative Data | Soldier | Spouse |
|---|---|---|
| Occupation | 54E (NBC Spec) | housewife/LPN |
| Years in Army | 6.5 yrs (had a break) | |
| Rank | SSG (E-6) | |
| Spouse ever in military? | | No |
| Sex | Male | Female |
| Education | 2 yrs degree | 1 yr college |
| Age | 30 | 29 |
| Race | White | White |
| Nationality | American | American |
| Religion | Protestant | Catholic |
| Years Married | | 3.5 yrs |
| Years shared military experience | | 3.5 yrs |
| # of times married | 1 | 3 |
| # of children, ages, gender | Girls 11, 8, 6, & 4 (wife's) | |
| From military family? | No | No |
| Siblings in military? | No | Brother |
| How long here? | | 6 months |
| Housing Here? | Stairwell apartment | |
| Number of PCS's? | | 3 |
| Number of Overseas Assignments? | | 1 |
| Command Sponsored? | | Yes |
| Concurrent Travel? | | Yes |

VITA

Russell Charles Smith

Born:   Oak Park, Illinois
        September 27, 1945

B.A. - University of Illinois, 1974

M.Ed.- University of Illinois, 1975